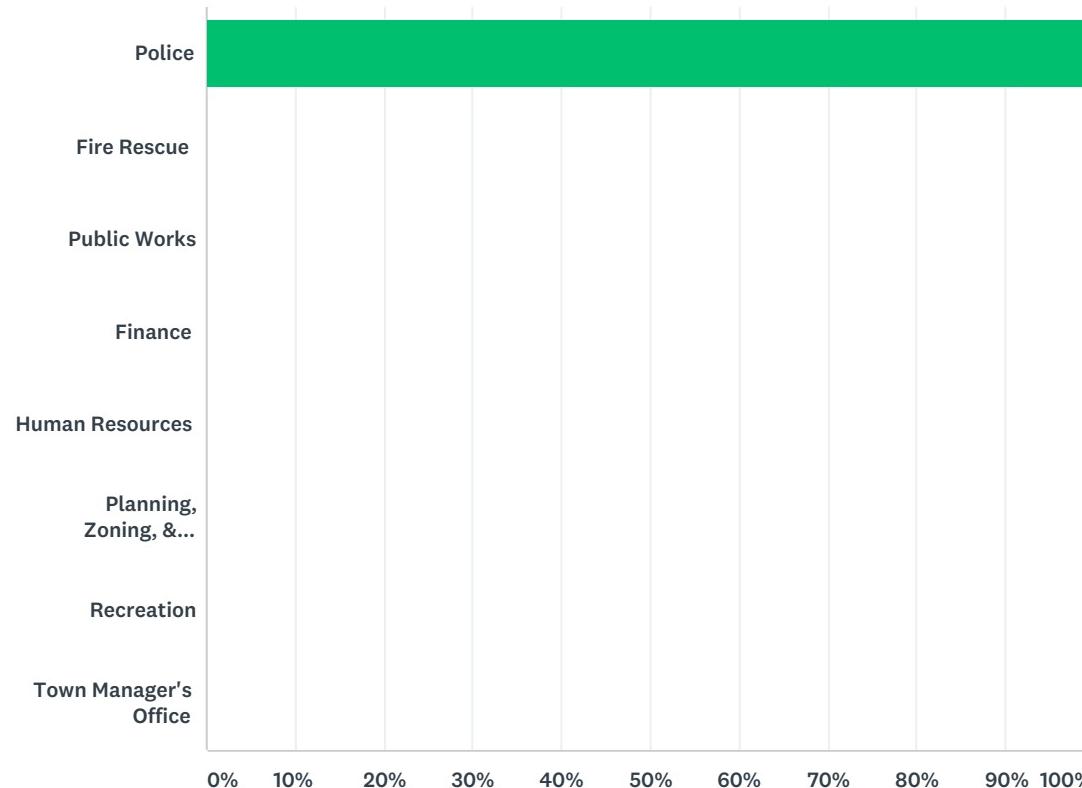


Q1 What department did you work in?

Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES
Police	100.00%
Fire Rescue	0.00%
Public Works	0.00%
Finance	0.00%
Human Resources	0.00%

Planning, Zoning, & Building	0.00%	0
Recreation	0.00%	0
Town Manager's Office	0.00%	0
TOTAL		9

Q2 What retirement group were you a member of during employment?

Answered: 0 Skipped: 9

New Question for FY19

⚠ No matching responses.

ANSWER CHOICES	RESPONSES	
Police Officer (all ranks)	0.00%	0
Firefighter (all ranks)	0.00%	0
General Employee or Lifeguard	0.00%	0
Non-Retirement Group (part-time employment without retirement benefits)	0.00%	0
TOTAL		0

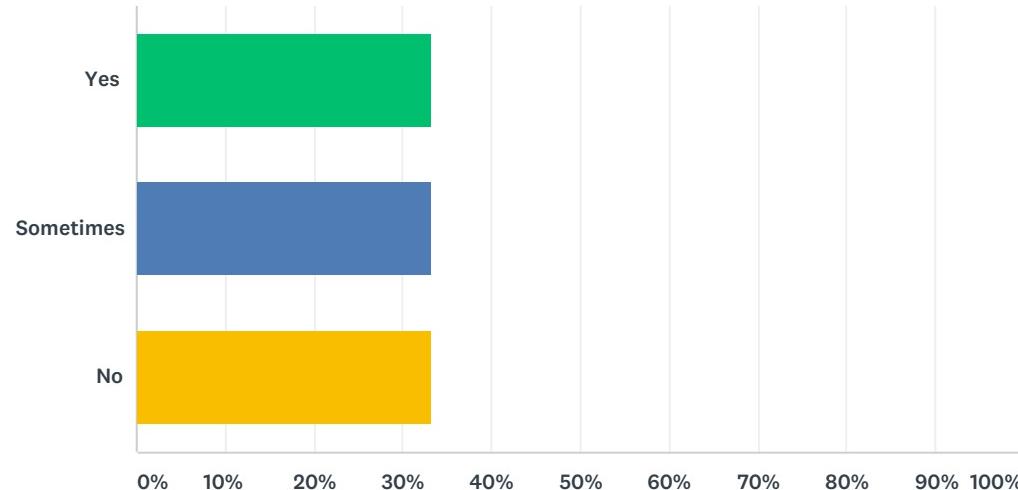
Q3 What was your job title? (this question may be left blank, and we recommend doing so if your job title was unique within the Town, to ensure your anonymity)

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	Sergeant	9/10/2018 10:18 PM
2	Officer	5/4/2018 10:46 AM
3	Police Officer	5/4/2018 10:45 AM
4	Officer	5/3/2018 6:18 PM
5	Master Mechanic	5/3/2018 2:34 PM
6	Police Officer	5/2/2018 2:04 PM
7	Officer	7/26/2017 1:57 PM
8	911 telecommunicator	7/26/2017 9:58 AM
9	Telecommunicator	4/24/2017 6:39 PM

Q4 Did you enjoy working at the Town of Palm Beach?

Answered: 9 Skipped: 0



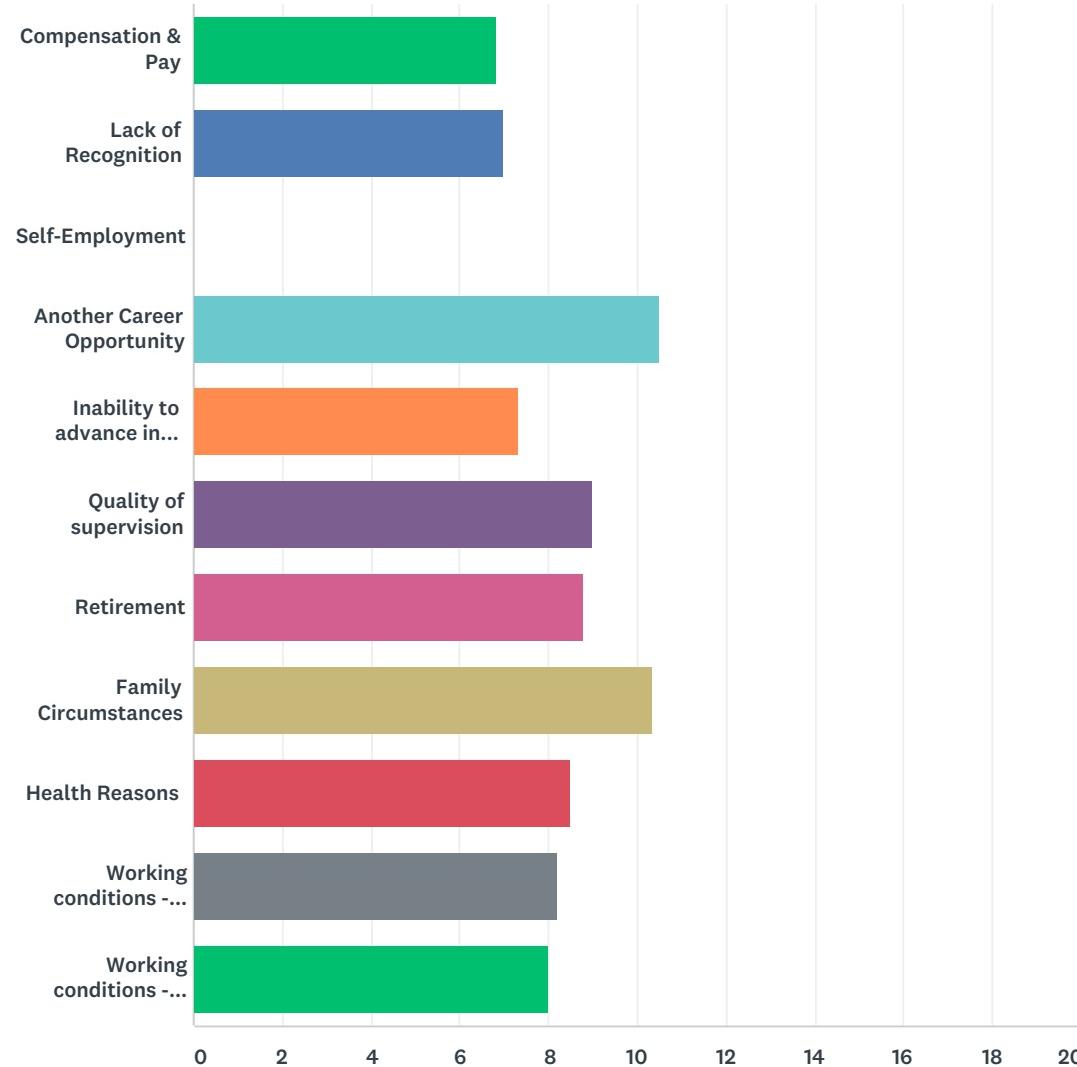
ANSWER CHOICES		RESPONSES	
Yes		33.33%	3
Sometimes		33.33%	3
No		33.33%	3
TOTAL			9

#	PLEASE EXPLAIN YOUR RESPONSE BELOW	DATE
1	The department leadership and town leadership do not allow this department to effectively and ethically provide law enforcement services to the town residents and those who visit. The department is out of touch with modern policing practices. Furthermore, there are no benefits, salary or otherwise, that make working in the department worthwhile for current or future employees compared to those offered by other agencies within the county, state, and country.	5/4/2018 10:46 AM
2	Supervisors were too concerned with the issuance of citations and micro-managed their subordinates. They also seemed to fear the supervisors on the second floor.	5/4/2018 10:45 AM

3	There are some many aspects that did not make my time with the Town not enjoyable it would take many pages. Here are a few with the short version of the answer. Leadership- Very lacking, from the top down to the sergeant's level. With a few exceptions there is not any leadership in that agency. There are many managers there but true leadership is lacking, especially now with the new upper administration. Equipment- cars are ridiculous, the fact that they are hot seated (run 24 hrs a day). The Town is the only agency in south Florida of it's size that doesn't have assigned or take home cars. The existing vehicles are falling apart. The computers are mounted in the vehicles and are not user friendly. The cars have to be disinfected everyday. The rifles are also not practical, they are kept in the trunk and not accessible if needed in an emergency, etc Wages and pension: The pension is well below industry standards and for an agency where 20% of the property taxes come back to the city, which is the highest in the state. In 2016 the average police pension made between 10-14%. The Town made 3%. The pension board has no oversight or checks and balances in place. There is no one from the police department on the board which is unheard of. There are so many shady things the board does, it is only a matter of time when it catches up to the Town. Moral: Awful. I don't think you could find one person in the agency that thinks moral or working conditions are good. These are just a couple of the highlights. There are so many other issues along with more details of the ones listed I could speak about.	5/3/2018 6:18 PM
4	Until the Town Council pension "reform", the job was great. I thought the pension reduction was a bad knee jerk reaction and was over done. We did not need to lead the entire county in cost cutting. Essentially, I was not given the benefits that were promised at the time of my employment start.	5/3/2018 2:34 PM
5	Was horrible leadership needs new direction.	5/2/2018 2:04 PM
6	I would have preferred a face to face exit interview to discuss several important issues.	7/26/2017 1:57 PM
7	The trainers answers would change from one to another. Also was made to feel stupid by a supervisor on a daily basis. As I did make mistakes which should happen in training there was trained personal in the room that made huge mistakes such as releasing a booted car to a person while not doing the correct procedure and allowing a car with a seize tag order to go without running it in fcic, while also not collecting all the payment that was due. Once this was done she blamed everything except herself for this error and lack of judgement by a supervisor. This supervisor also called the captain on duty a micromanaging bitch in front of the entire dispatch center. Also I felt I was doing well I made an error and sent an email to all of public works which was a mistake and was blasted by multiple employees as well as the the lead supervisor due to it making her look bad. After that happened I was told I had two days to get it together or I was going to be let go. Then the lead supervisor told me that she would give me two weeks to get it together and after only one week I was brought into the directors office and given the choice to be fired or quit. This was not my first dispatch center I have worked in. I took a call for an a.c. unit leaking large amounts of water into an apartment and store on Worth ave. This is a fire service call a police officer will not be able to do anything on this. A fire call was put in and I was told that was wrong it was a police call. After a few minutes the officer on scene called for the fire department to deal with this. My training told me it was a pd call and the flooding was a problem for the owners. The next day I took a call for a pipe leaking water in a front yard. I put call in for the pd due to the call the day before and was told it was a a fire call by my trainer. This would confuse anyone.	7/26/2017 9:58 AM

Q5 Identify in order of importance, your primary reason(s) for separation of employment?

Answered: 8 Skipped: 1



	1	2	3	4	5	6	7	8	9	10	11	N/A	TOTAL	SCORE

Town of Palm Beach Separation of Employment Survey

SurveyMonkey

Compensation & Pay	0.00%	25.00%	0.00%	0.00%	0.00%	12.50%	12.50%	0.00%	12.50%	0.00%	0.00%	37.50%	3	8	6.80
Lack of Recognition	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	6	8	7.00
Self-Employment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	8	8	0.00
Another Career Opportunity	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	6	8	10.50
Inability to advance in career	0.00%	0.00%	0.00%	12.50%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	62.50%	5	8	7.33
Quality of supervision	25.00%	25.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	2	8	9.00
Retirement	25.00%	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	37.50%	3	8	8.80
Family Circumstances	25.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	62.50%	5	8	10.33
Health Reasons	0.00%	0.00%	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	6	8	8.50
Working conditions - non benefit related	12.50%	0.00%	12.50%	25.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	37.50%	3	8	8.20
Working conditions - benefit related	0.00%	12.50%	25.00%	12.50%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	37.50%	3	8	8.00

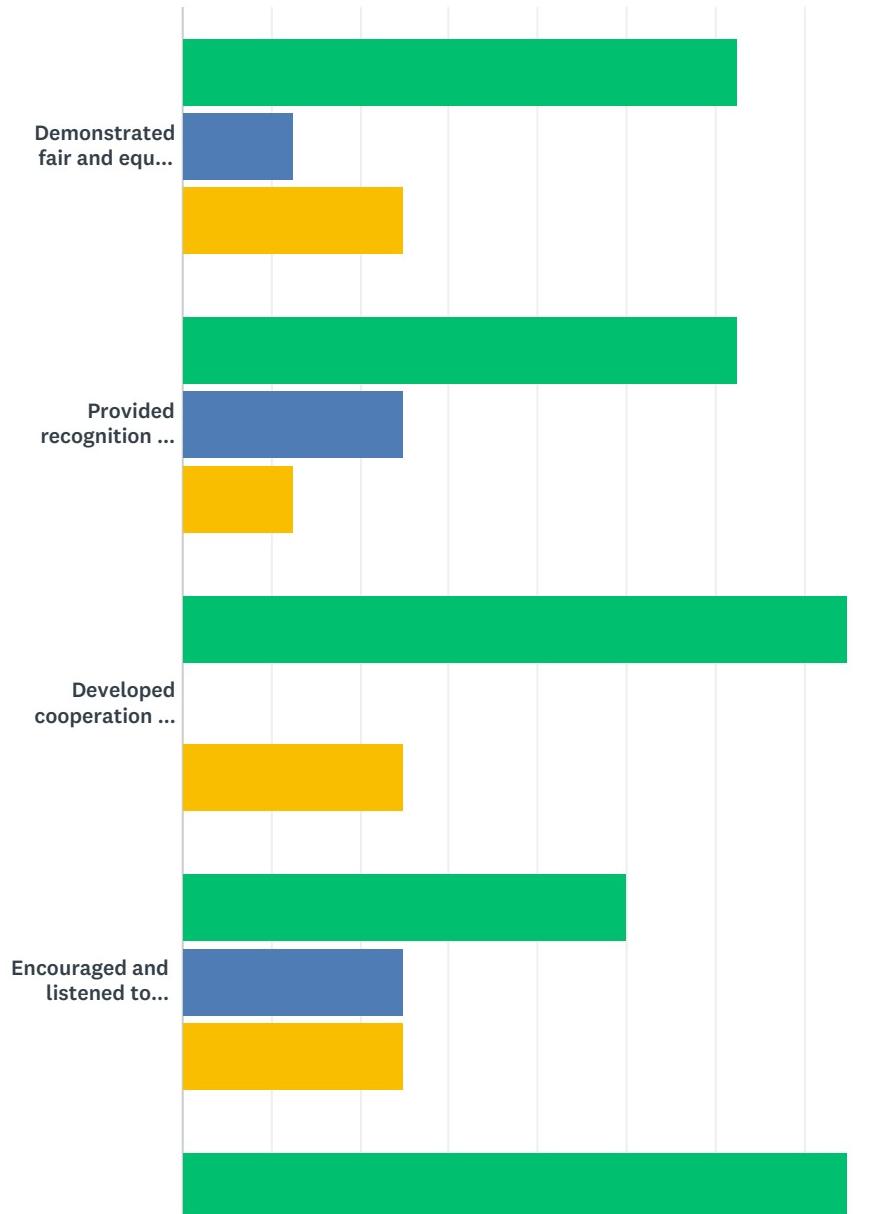
Q6 Please provide comments regarding your reasons for separation of employment.

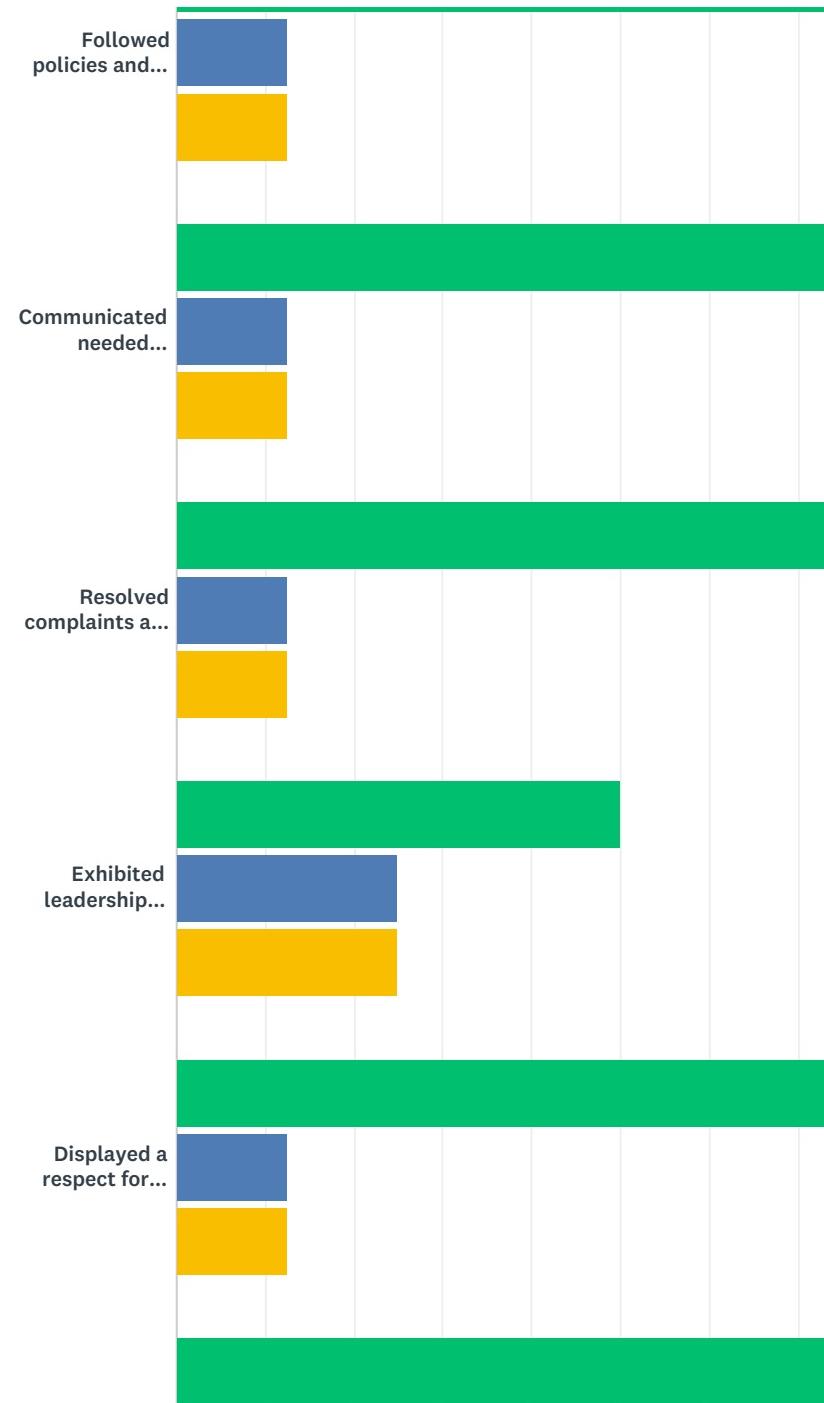
Answered: 8 Skipped: 1

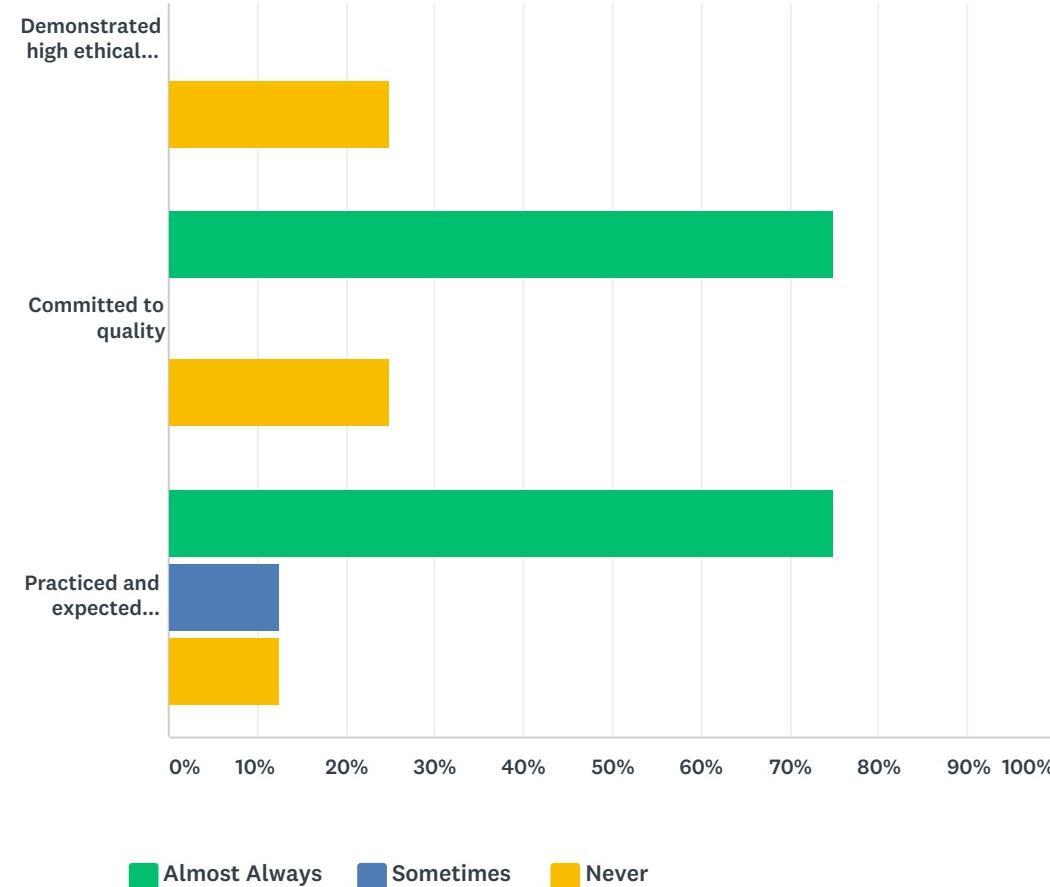
#	RESPONSES	DATE
1	See previous comments.	5/4/2018 10:48 AM
2	Lack of leadership and benefits	5/4/2018 10:48 AM
3	As listed in previous comments, this agency is has no leadership, only managers that don't manage that well.	5/3/2018 6:23 PM
4	Decided to retire when reaching 65 instead of waiting an extra year for end of DROP period. No real reason to stay longer since retirement was fixed in the DROP program anyway. Always enjoyed working for the PD, however and was happy to serve the Officers and the Town.	5/3/2018 2:41 PM
5	The agency is a walking civil rights violation full of leadership that has only ever worked on the island. If anything serious ever happens there I pray for that community because the officers are not adequately trained	5/2/2018 2:08 PM
6	Absolutely zero succession plan. Rehiring retired staff to fill positions available to fully capable employed staff. Leaving no room for advancement .	7/26/2017 2:03 PM
7	The training changed and as I did have experience I was treated by some as a black sheep or as if they could not have the time to help another teammate out	7/26/2017 10:04 AM
8	I relocated to care for ailing parents.	4/24/2017 6:40 PM

Q7 What did you think of your direct supervisor in regard to the following?

Answered: 8 Skipped: 1







	ALMOST ALWAYS	SOMETIMES	NEVER	TOTAL
Demonstrated fair and equal treatment	62.50% 5	12.50% 1	25.00% 2	8
Provided recognition on the job	62.50% 5	25.00% 2	12.50% 1	8
Developed cooperation and teamwork	75.00% 6	0.00% 0	25.00% 2	8
Encouraged and listened to suggestions	50.00% 4	25.00% 2	25.00% 2	8
Followed policies and procedures	75.00% 6	12.50% 1	12.50% 1	8

Town of Palm Beach Separation of Employment Survey

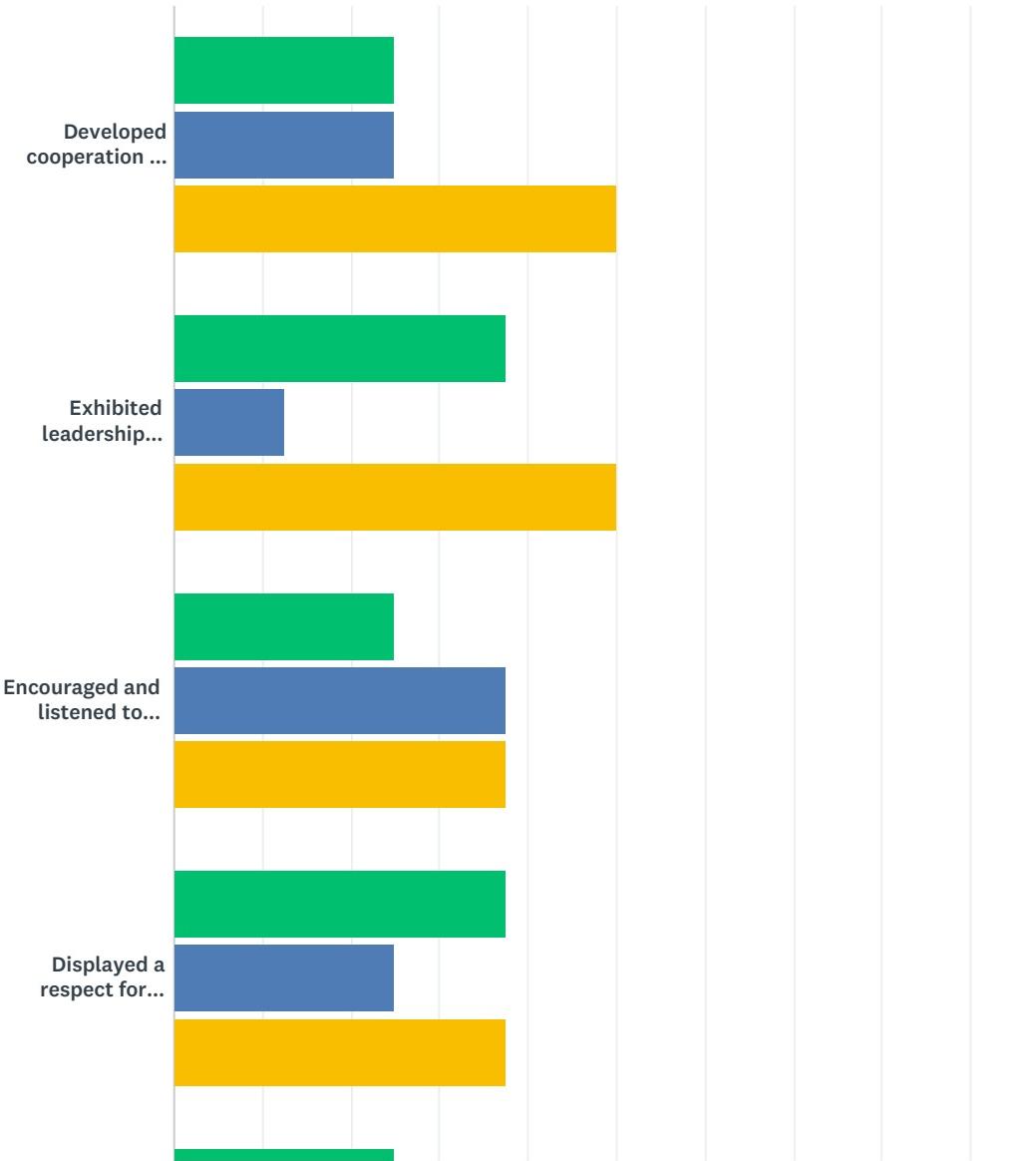
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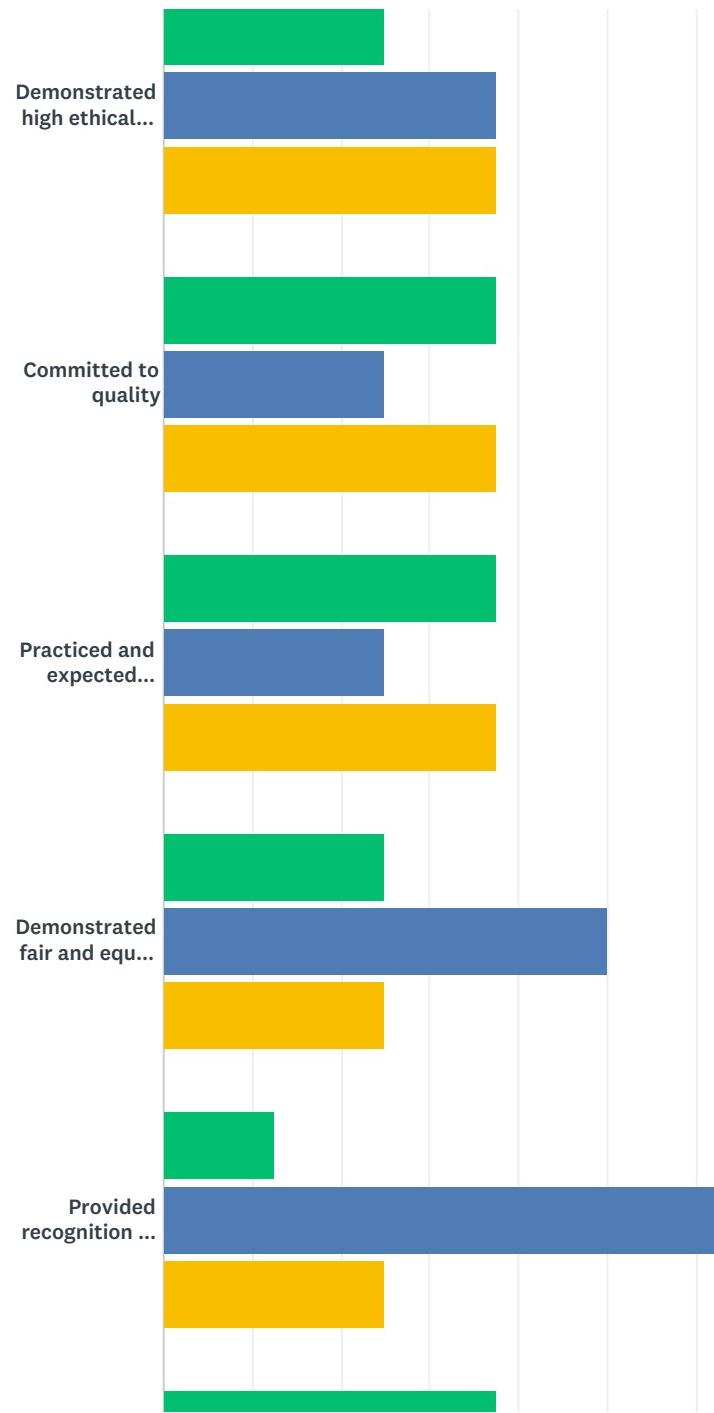
Communicated needed information in a timely manner	75.00% 6	12.50% 1	12.50% 1	8
Resolved complaints and problems	75.00% 6	12.50% 1	12.50% 1	8
Exhibited leadership qualities	50.00% 4	25.00% 2	25.00% 2	8
Displayed a respect for everyone	75.00% 6	12.50% 1	12.50% 1	8
Demonstrated high ethical standards	75.00% 6	0.00% 0	25.00% 2	8
Committed to quality	75.00% 6	0.00% 0	25.00% 2	8
Practiced and expected personal responsibility and accountability	75.00% 6	12.50% 1	12.50% 1	8

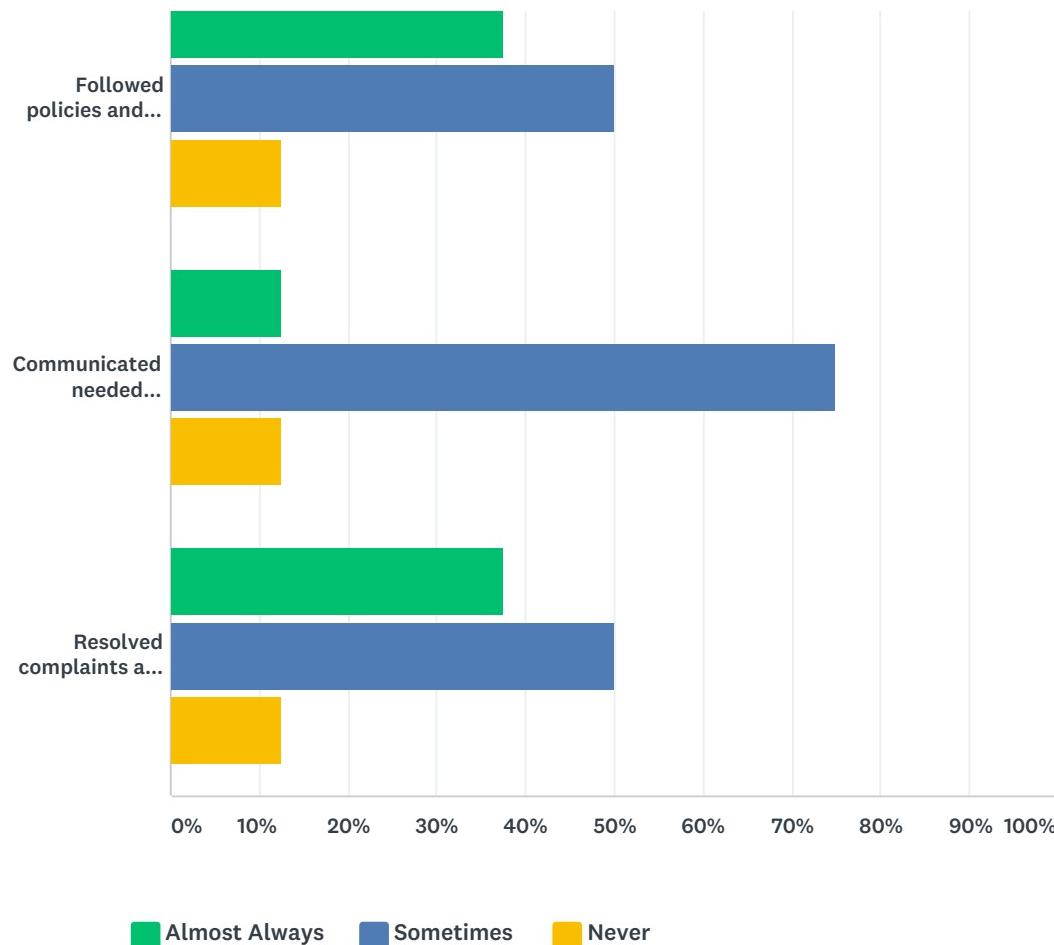
#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER SOMETIMES OR NEVER.	DATE
1	Just prior to my departure from the PD, I worked for Mike Dawson and Scott Duquette. Both men cared for the men and women they supervised and reflected a positive image to the Department. Some of the other Sergeants at the Department were very afraid of what "upstairs" would think and would not look out for the Officers' best interest.	5/4/2018 10:55 AM
2		5/4/2018 10:51 AM
3	My immediate supervisor and chain of command was awful. Sgt Pagan is almost the highest form of micromanager you can think of, except at the time captain Taylor. They had no ability to lead only to dictate and manage schedule and daily activities.	5/3/2018 6:26 PM
4	Todd was the best supervisor I have ever worked with. He was always fair and considered my input and suggestions for performing automotive service in a effective and professional manner.	5/3/2018 2:47 PM
5	Sgt Kendall Sgt Rothrock Are both top notch	5/2/2018 2:09 PM
6	I have already answer these inn an earlier section	7/26/2017 10:06 AM
7	Christine Cunningham is an amazing leader. She is the definition of a strong, fair, productive leader who is well respected by all her personnel.	4/24/2017 6:44 PM

Q8 What did you think of senior management (eg. your supervisors' boss) in regard to the following?

Answered: 8 Skipped: 1







	ALMOST ALWAYS	SOMETIMES	NEVER	TOTAL
Developed cooperation and teamwork	25.00% 2	25.00% 2	50.00% 4	8
Exhibited leadership qualities	37.50% 3	12.50% 1	50.00% 4	8
Encouraged and listened to suggestions	25.00% 2	37.50% 3	37.50% 3	8
Displayed a respect for everyone	37.50% 3	25.00% 2	37.50% 3	8

Town of Palm Beach Separation of Employment Survey

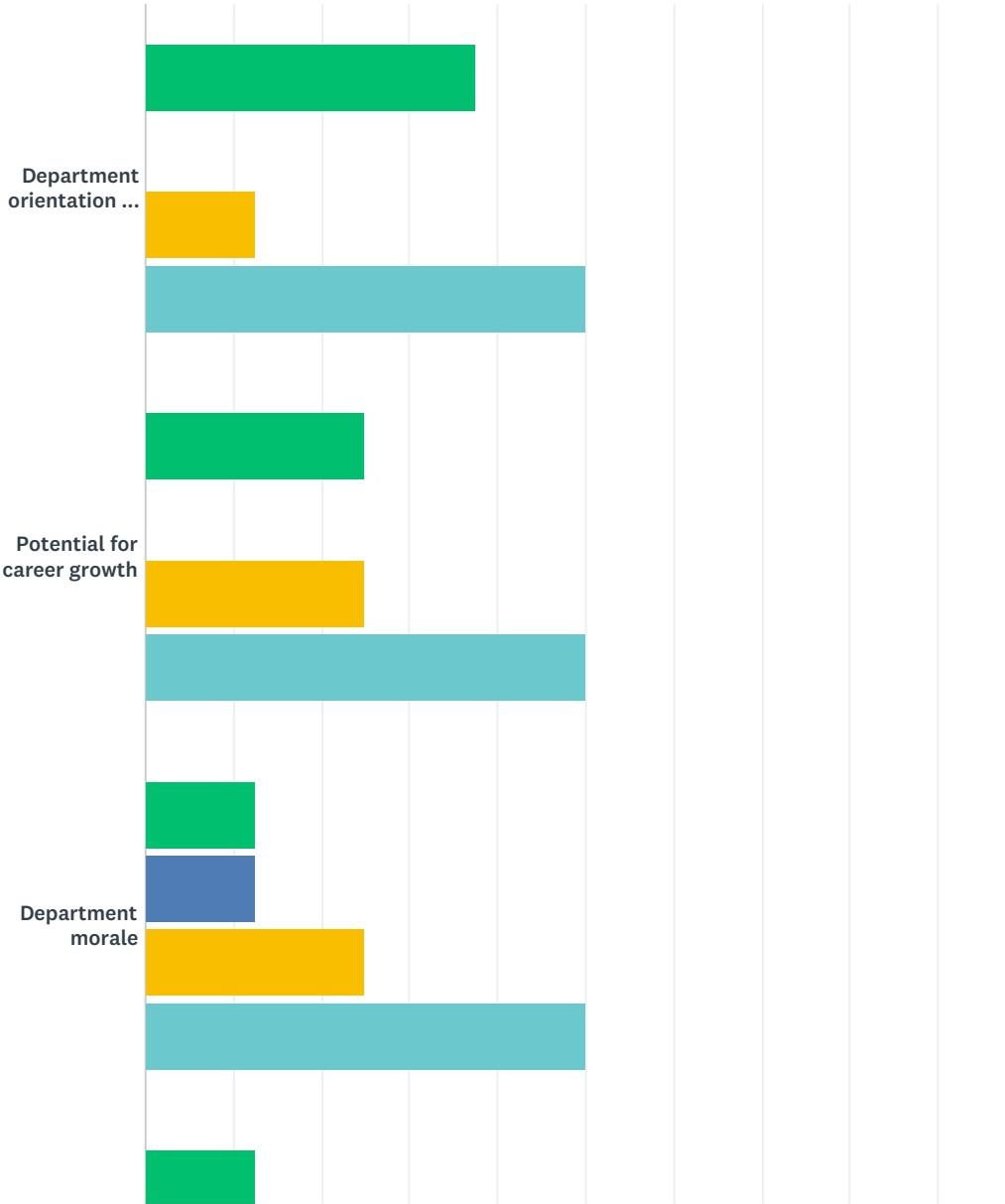
SurveyMonkey

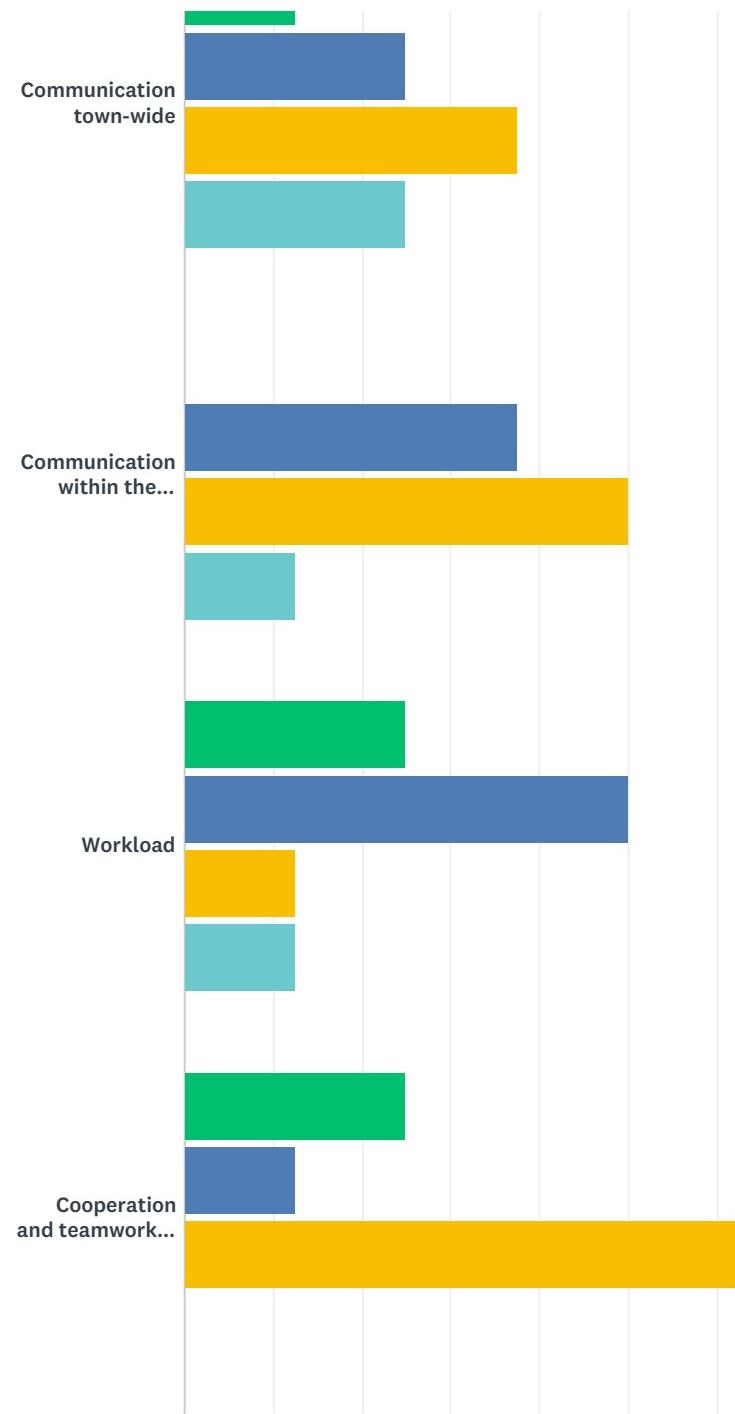
Demonstrated high ethical standards	25.00% 2	37.50% 3	37.50% 3	8
Committed to quality	37.50% 3	25.00% 2	37.50% 3	8
Practiced and expected personal responsibility and accountability	37.50% 3	25.00% 2	37.50% 3	8
Demonstrated fair and equal treatment	25.00% 2	50.00% 4	25.00% 2	8
Provided recognition on the job	12.50% 1	62.50% 5	25.00% 2	8
Followed policies and procedures	37.50% 3	50.00% 4	12.50% 1	8
Communicated needed information in a timely manner	12.50% 1	75.00% 6	12.50% 1	8
Resolved complaints and problems	37.50% 3	50.00% 4	12.50% 1	8

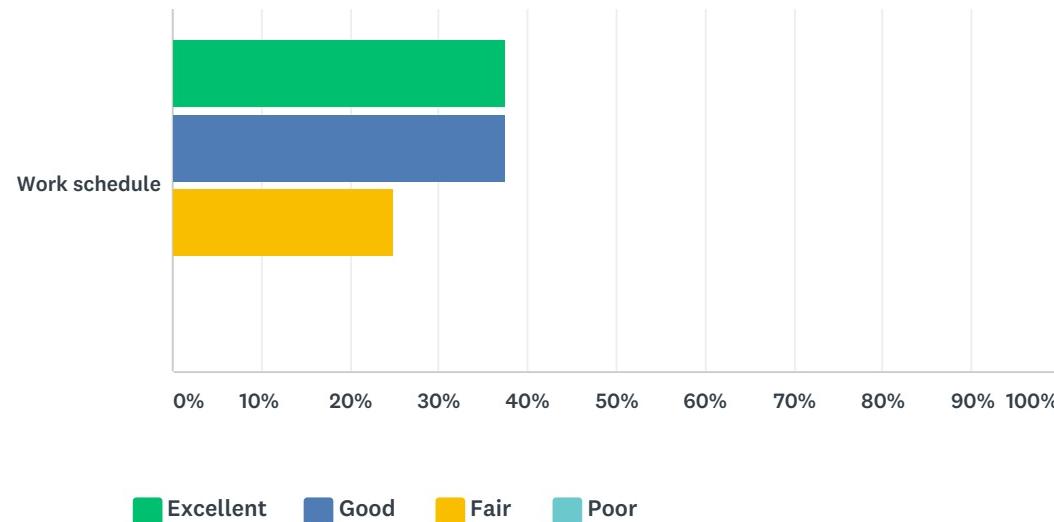
#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER SOMETIMES OR NEVER.	DATE
1	There was an "A" team and a "B" team. I don't need to say anything else.	5/4/2018 10:57 AM
2		5/4/2018 10:51 AM
3	Ethics is a major flaw in that agency. Supervisors allow officers to violate people's civil right and borderline criminal activity. They don't address the officers that potentially creating major civil liability to the city	5/3/2018 6:29 PM
4	Too many so called "emergencies" that needed immediate attention. Many were not related to my job description (automotive). The immediate need for action was often due to lack of proper planning in advance, thereby causing a cascading effect of other planned repairs and services being delayed. Basically, last minute notices from quite a few different departments, of services needed just before a vehicle was needed to go on a road trip, for example.	5/3/2018 3:00 PM
5	Time for a change you've lost 28 officers in two years blame needs to fall on the chief IE the new "town manager".	5/2/2018 2:10 PM
6	Would be glad to speak about this at length.	7/26/2017 2:05 PM
7	The police staff was great, dispatch not so much	7/26/2017 10:07 AM

Q9 What do you think about the following in relation to your job?

Answered: 8 Skipped: 1







Excellent Good Fair Poor

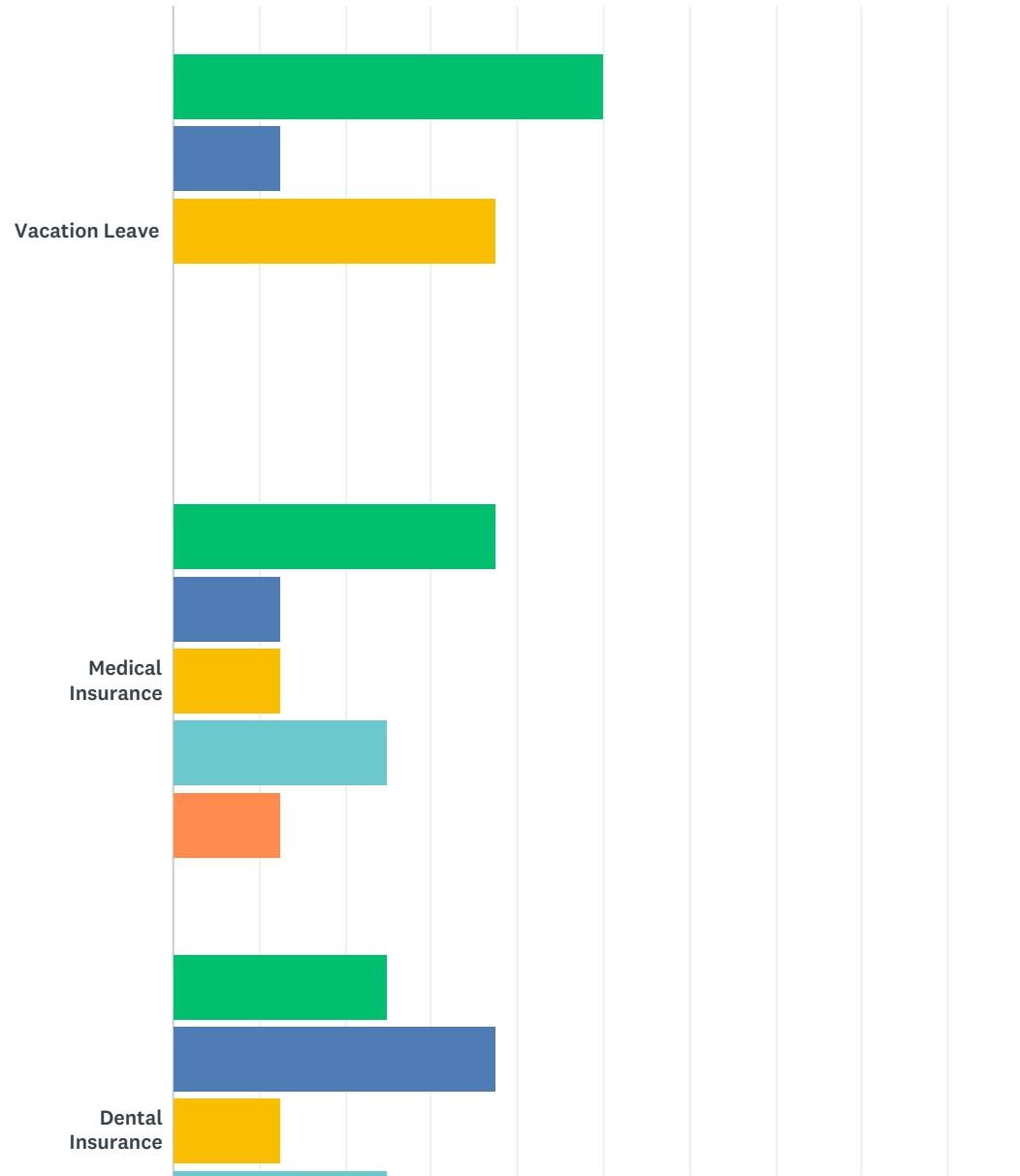
	EXCELLENT	GOOD	FAIR	POOR	TOTAL
Department orientation and on-the-job training	37.50% 3	0.00% 0	12.50% 1	50.00% 4	8
Potential for career growth	25.00% 2	0.00% 0	25.00% 2	50.00% 4	8
Department morale	12.50% 1	12.50% 1	25.00% 2	50.00% 4	8
Communication town-wide	12.50% 1	25.00% 2	37.50% 3	25.00% 2	8
Communication within the department	0.00% 0	37.50% 3	50.00% 4	12.50% 1	8
Workload	25.00% 2	50.00% 4	12.50% 1	12.50% 1	8
Cooperation and teamwork in your department	25.00% 2	12.50% 1	62.50% 5	0.00% 0	8
Work schedule	37.50% 3	37.50% 3	25.00% 2	0.00% 0	8

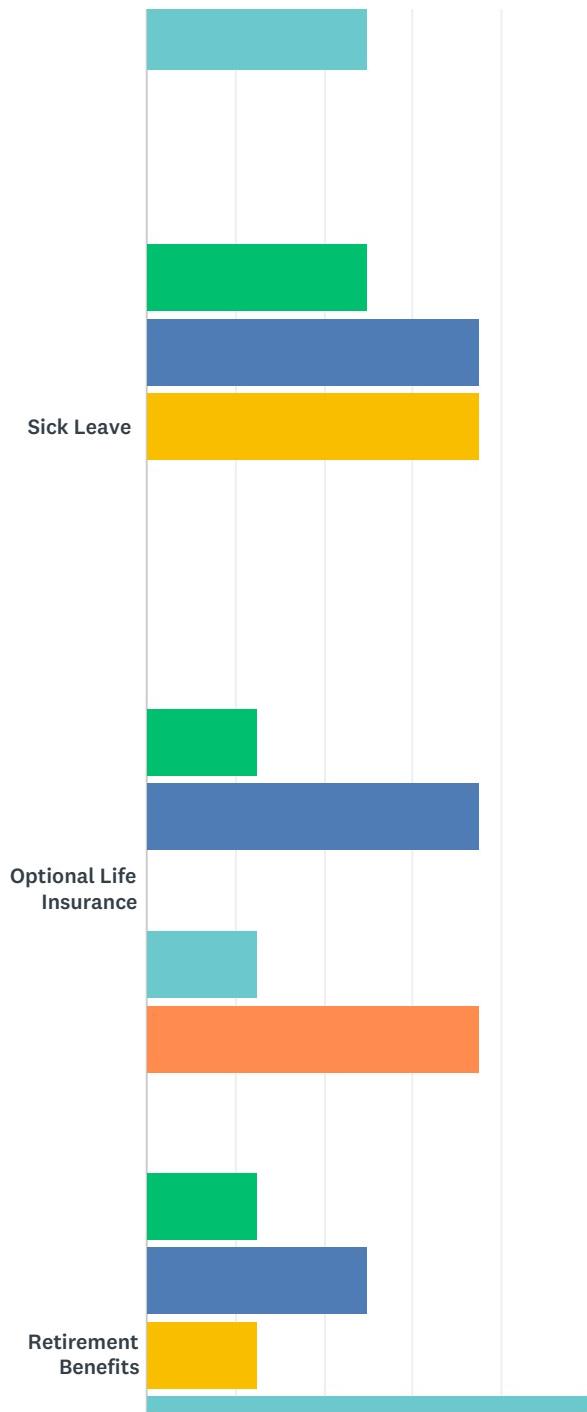
#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER FAIR OR GOOD.	DATE
1	Some of the FTO's seemed to enjoy observing the officers they were training fail. The benefits and pay were horrible.	5/4/2018 11:00 AM
2		5/4/2018 10:52 AM

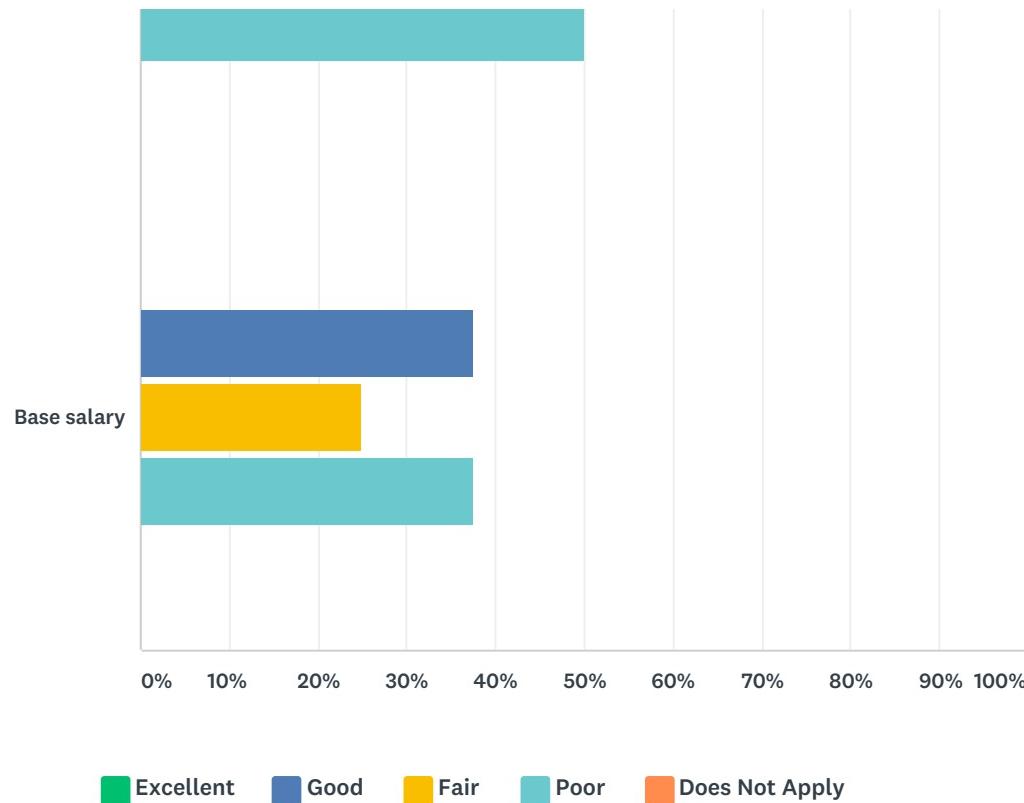
3	PD has too many new employees leaving shortly after hiring. Morale was lower than when I started in 2004. Most of the new officers discovered better benefits with County Sheriff and other PD's in the area. Everyone expected to take over the duties of other, non related jobs that were not filled or under staffed. I did not have any experience in some of the jobs I was asked to do. Mechanic is not the same as carpenter, building repair, etc.	5/3/2018 3:12 PM
4	The officers in general hate working for PBPD however most are stuck due to being vested	5/2/2018 2:11 PM
5	Please call for additional information.	7/26/2017 2:06 PM

Q10 How did you feel about the salary and benefits provided?

Answered: 8 Skipped: 1







Excellent Good Fair Poor Does Not Apply

	EXCELLENT	GOOD	FAIR	POOR	DOES NOT APPLY	TOTAL
Vacation Leave	50.00% 4	12.50% 1	37.50% 3	0.00% 0	0.00% 0	8
Medical Insurance	37.50% 3	12.50% 1	12.50% 1	25.00% 2	12.50% 1	8
Dental Insurance	25.00% 2	37.50% 3	12.50% 1	25.00% 2	0.00% 0	8
Sick Leave	25.00% 2	37.50% 3	37.50% 3	0.00% 0	0.00% 0	8
Optional Life Insurance	12.50% 1	37.50% 3	0.00% 0	12.50% 1	37.50% 3	8
Retirement Benefits	12.50% 1	25.00% 2	12.50% 1	50.00% 4	0.00% 0	8

Base salary	0.00%	0	37.50%	3	25.00%	2	37.50%	3	0.00%	0	8
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#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER FAIR OR POOR.	DATE
1	Salary should have been higher and the retirement benefits were among the worst in the state.	5/4/2018 11:02 AM
2	\$40 co pays. Ridiculous I now have \$5 co pays with better insurance and my premiums are one third what I was paying in the Town for family coverage.	5/3/2018 6:31 PM
3	Retirement benefits cut due to abuse of the "Plan A" retirement system with excessive overtime for some departments.	5/3/2018 3:17 PM
4	Benefits are the worst for a LEO in the state of FL	5/2/2018 2:12 PM
5	Vested employees should have been grandfathered in the old pension plan.	7/26/2017 2:07 PM

Q11 What was the greatest challenge you faced in your position?

Answered: 8 Skipped: 1

#	RESPONSES	DATE
1	Dealing with supervisors who were constantly afraid.	5/4/2018 11:06 AM
2	.	5/4/2018 10:54 AM
3	Dealing with poor supervisor	5/3/2018 6:32 PM
4	Working with Fire Department. Vehicles were quite a bit different.	5/3/2018 3:31 PM
5	N/A	5/2/2018 2:15 PM
6	Facing a command staff with no moral or ethical compass.	7/26/2017 2:10 PM
7	One of the supervisors	7/26/2017 10:08 AM
8	None	4/24/2017 6:48 PM

Q12 Where did you secure employment after working at the Town of Palm Beach?

Answered: 0 Skipped: 9

#	RESPONSES	DATE
There are no responses.		

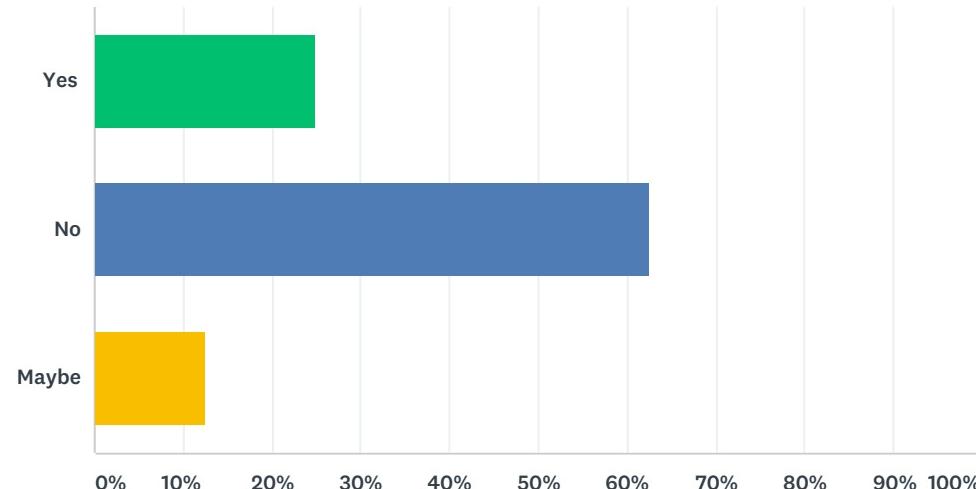
Q13 What does your new job offer that your job at the Town did not?

Answered: 8 Skipped: 1

#	RESPONSES	DATE
1	Better pay and leadership.	5/4/2018 11:06 AM
2	.	5/4/2018 10:54 AM
3	Better insurance, better leadership from top to bottom.	5/3/2018 6:32 PM
4	Retirement is way better than the best day working. :>)	5/3/2018 3:31 PM
5	Career Take home car Insurance FRS More pay Excellent leadership Benefits for family if I die in the line of duty Equipment Training Growth	5/2/2018 2:15 PM
6	A kind caring staff which empowers and encourages rather than ruling by fear.	7/26/2017 2:10 PM
7	Respect from all management	7/26/2017 10:08 AM
8	None	4/24/2017 6:48 PM

Q14 Would you reconsider employment with the Town at a future date?

Answered: 8 Skipped: 1



ANSWER CHOICES		RESPONSES	
Yes		25.00%	2
No		62.50%	5
Maybe		12.50%	1
TOTAL			8

#	WHY OR WHY NOT?	DATE
1	I would come back if pay and benefits improved. Also, if supervisors allowed officers to actually "serve and protect" instead of basing performance on criminal citations and marijuana arrests.	5/4/2018 11:06 AM
2	Only if police command staff was removed	5/3/2018 6:32 PM
3	I don't wish to work in the same automotive field at my age.	5/3/2018 3:31 PM

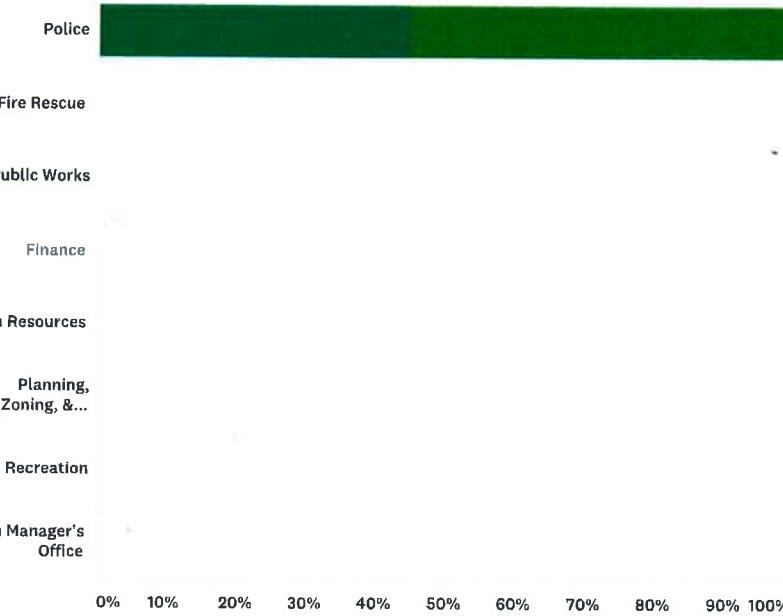
Q15 Please use the following section to share any other comments with the Town regarding your employment?

Answered: 3 Skipped: 6

#	RESPONSES	DATE
1	Great place to work. Wish the town manager and Council had considered their long term, valuable employees with a better "grandfather" provision before chopping benefits so dramatically.	5/3/2018 3:31 PM
2	The PBPD is a walking civil rights violation you have leadership pushing and demand stats which is illegal. I pray FDLE is never contacted.	5/2/2018 2:15 PM
3	None	4/24/2017 6:48 PM

Q1 What department did you work in?

Answered: 9 Skipped: 0



ANSWER CHOICES

Police
Fire Rescue
Public Works
Finance
Human Resources
Planning, Zoning, & Building
Recreation
Town Manager's Office
TOTAL

RESPONSES

Police	100.00%	9
Fire Rescue	0.00%	0
Public Works	0.00%	0
Finance	0.00%	0
Human Resources	0.00%	0
Planning, Zoning, & Building	0.00%	0
Recreation	0.00%	0
Town Manager's Office	0.00%	0
TOTAL		9

Q2 What retirement group were you a member of during employment?

Answered: 0 Skipped: 9

 No matching responses.

ANSWER CHOICES	RESPONSES	
Police Officer (all ranks)	0.00%	0
Firefighter (all ranks)	0.00%	0
General Employee or Lifeguard	0.00%	0
Non-Retirement Group (part-time employment without retirement benefits)	0.00%	0
TOTAL		0

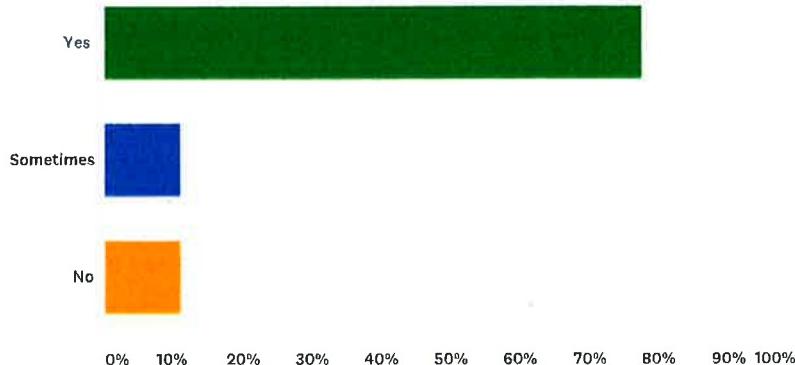
Q3 What was your job title? (this question may be left blank, and we recommend doing so if your job title was unique within the Town, to ensure your anonymity)

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	Police Officer	3/2/2016 10:35 PM
2	police officer	1/12/2016 8:01 PM
3	Police Officer	11/9/2015 4:01 PM
4	Captain	10/28/2015 5:52 PM
5	Parking Enforcement Officer	10/23/2015 5:16 PM
6	Telecommunicator	10/21/2015 9:37 AM
7	Communications Training Officer	10/20/2015 1:20 PM
8	Manager	10/20/2015 9:02 AM
9	Business & Community Relations Manager	10/20/2015 8:21 AM

Q4 Did you enjoy working at the Town of Palm Beach?

Answered: 9 Skipped: 0


ANSWER CHOICES

Yes

RESPONSES

77.78%

7

Sometimes

11.11%

1

No

11.11%

1

TOTAL

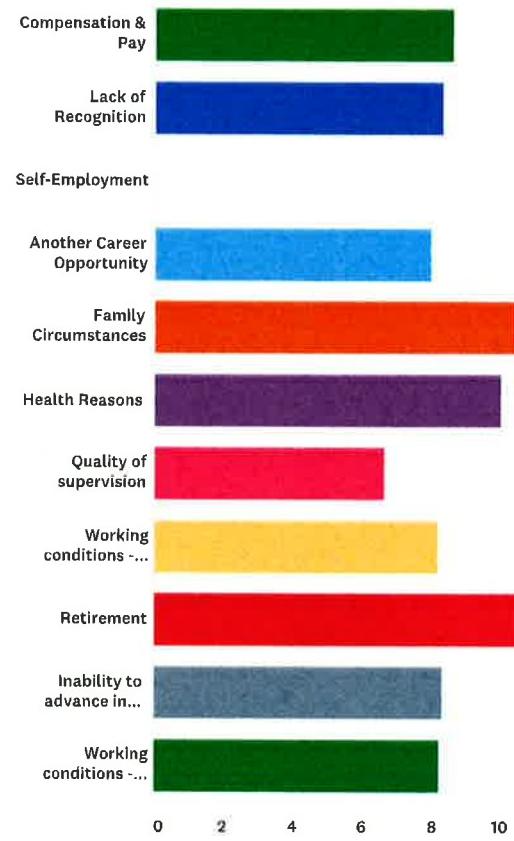
9

PLEASE EXPLAIN YOUR RESPONSE BELOW

- | # | PLEASE EXPLAIN YOUR RESPONSE BELOW | DATE |
|---|--|--------------------|
| 1 | I truly enjoyed my time/employment with the Town. As I reflect back to the good times I shared with the then residents and business owners of the past I have fond memories. The Town has provided me with a retirement that I truly appreciate, and a good-standing relationship, that I will always cherish. God is Good. Hello Danielle Olson and Director Blouin | 3/2/2016 10:35 PM |
| 2 | I enjoyed working as a police officer as it was a personal goal and ambition of mine. | 1/12/2016 8:01 PM |
| 3 | Everyone treated me so well, always felt like my efforts were appreciated. | 11/9/2015 4:01 PM |
| 4 | Christine Cunningham made it a hostile work environment for all of us veteran employees. | 10/21/2015 9:37 AM |
| 5 | I spent 10 years working in communications for the Town. It wasn't always perfect but few jobs ever are. | 10/20/2015 1:20 PM |
| 6 | There are positives and negatives about every job. | 10/20/2015 9:02 AM |
| 7 | I thoroughly enjoyed my entire 17 year run with the Town. | 10/20/2015 8:21 AM |

Q5 Identify in order of importance, your primary reason(s) for separation of employment?

Answered: 9 Skipped: 0



	1	2	3	4	5	6	7	8	9	10	11	N/A	TOTAL
Compensation & Pay	11.11%	11.11%	0.00%	11.11%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	44.44%	4
Lack of Recognition	0.00%	11.11%	0.00%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	6
Self-Employment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	9
Another Career Opportunity	0.00%	0.00%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	77.78%	7
Family Circumstances	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	77.78%	7
Health Reasons	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	88.89%	8
Quality of supervision	0.00%	0.00%	0.00%	11.11%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	6
Working conditions - non benefit related	22.22%	11.11%	0.00%	0.00%	0.00%	0.00%	11.11%	11.11%	0.00%	0.00%	0.00%	44.44%	4
Retirement	55.56%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	22.22%	2

Town of Palm Beach Separation of Employment Survey

SurveyMonkey

Inability to advance in career	0.00%	0	0.00%	0	22.22%	2	0.00%	0	11.11%	1	0.00%	0	0.00%	0	0.00%	0	0.00%	0	66.67%	6	£		
Working conditions - benefit related	0.00%	0	11.11%	1	22.22%	2	0.00%	0	0.00%	0	0.00%	0	11.11%	1	0.00%	0	0.00%	0	0.00%	0	55.56%	5	£

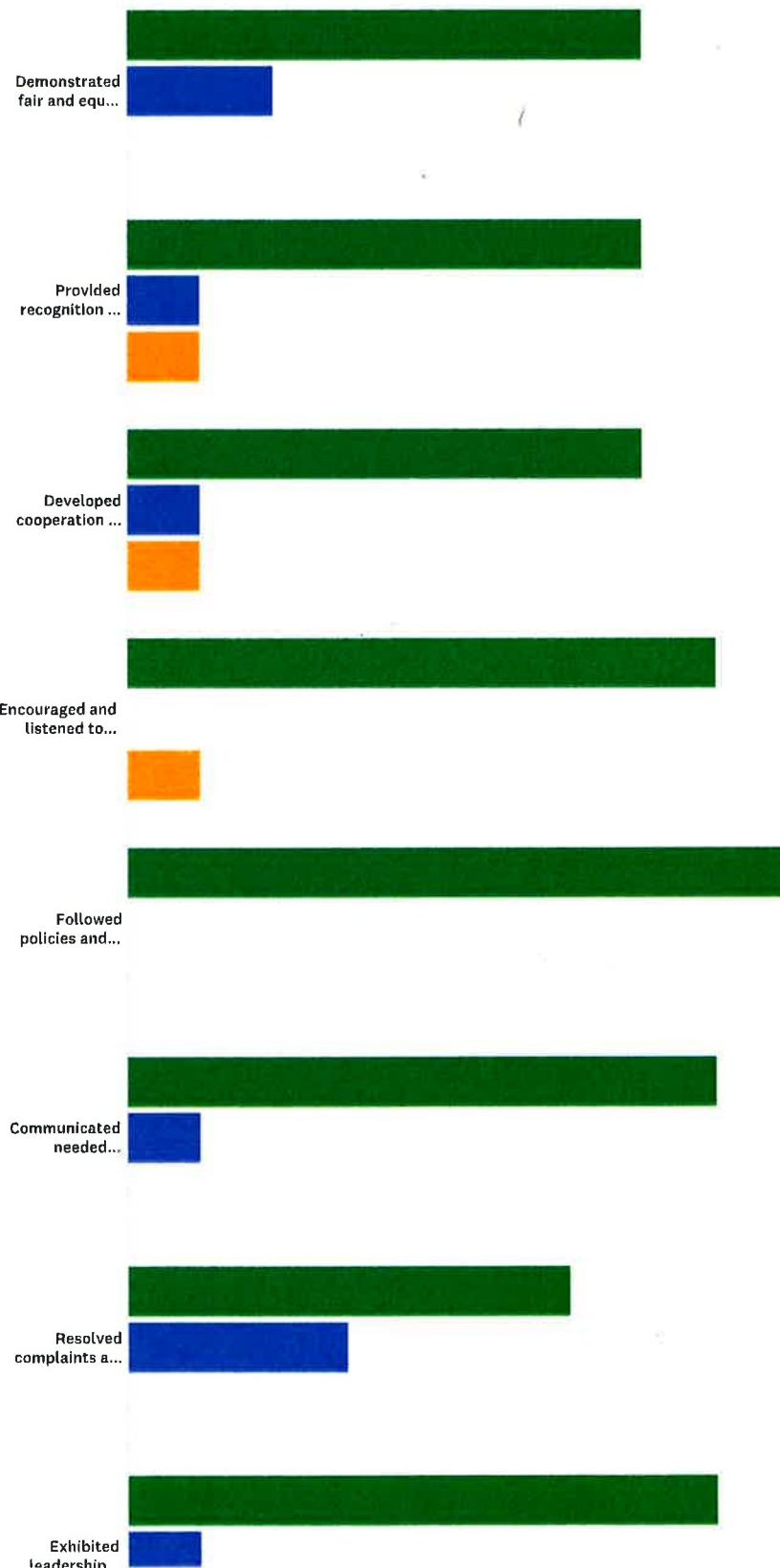
Q6 Please provide comments regarding your reasons for separation of employment.

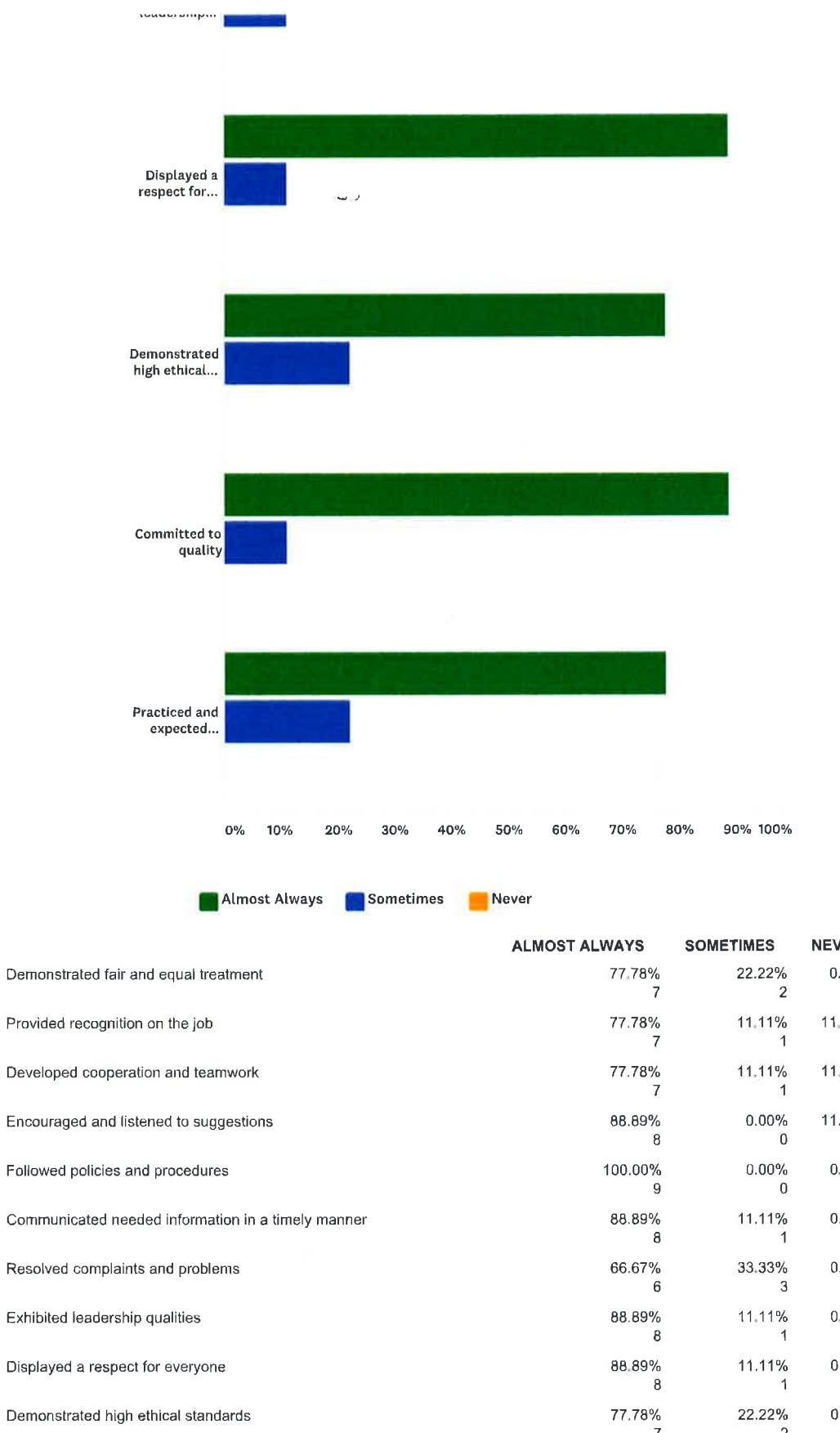
Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	It was time. I started my law enforcement career way back in 1987.	3/2/2016 10:55 PM
2	Though the starting salary was competitive, the long term benefits did not meet the needs for me and my family after careful consideration. I sometimes felt others were recognized for performance that did not supersede the performance or abilities of others. While working on a tropical island was beautiful, I often felt the equipment needed more attention. On many occasions I had problems with the vehicles, computers, or other equipment, and the delay in resolving the issues needed improvement.	1/12/2016 8:11 PM
3	Would have continued my employment if it had not been for health issues.	11/9/2015 4:03 PM
4	Drop was concluded.	10/28/2015 5:54 PM
5	More money, better benefits, better retirement elsewhere.	10/23/2015 5:17 PM
6	I decided to retire sooner than I would have liked because of the awful working conditions. Instead of being appreciated for my experience and work ethic, I was treated very poorly.	10/21/2015 9:45 AM
7	I primarily left because my father was terminally ill and I needed to relocate to NC to spend his last year with him.	10/20/2015 1:22 PM
8	I became dissatisfied with the direction administration was taking with my unit and division. There was no continuity of supervision and an excellent supervisor was replaced without regard to the impact on employees.	10/20/2015 9:10 AM
9	I was 67 years old; time to retire.	10/20/2015 8:23 AM

Q7 What did you think of your direct supervisor in regard to the following?

Answered: 9 Skipped: 0



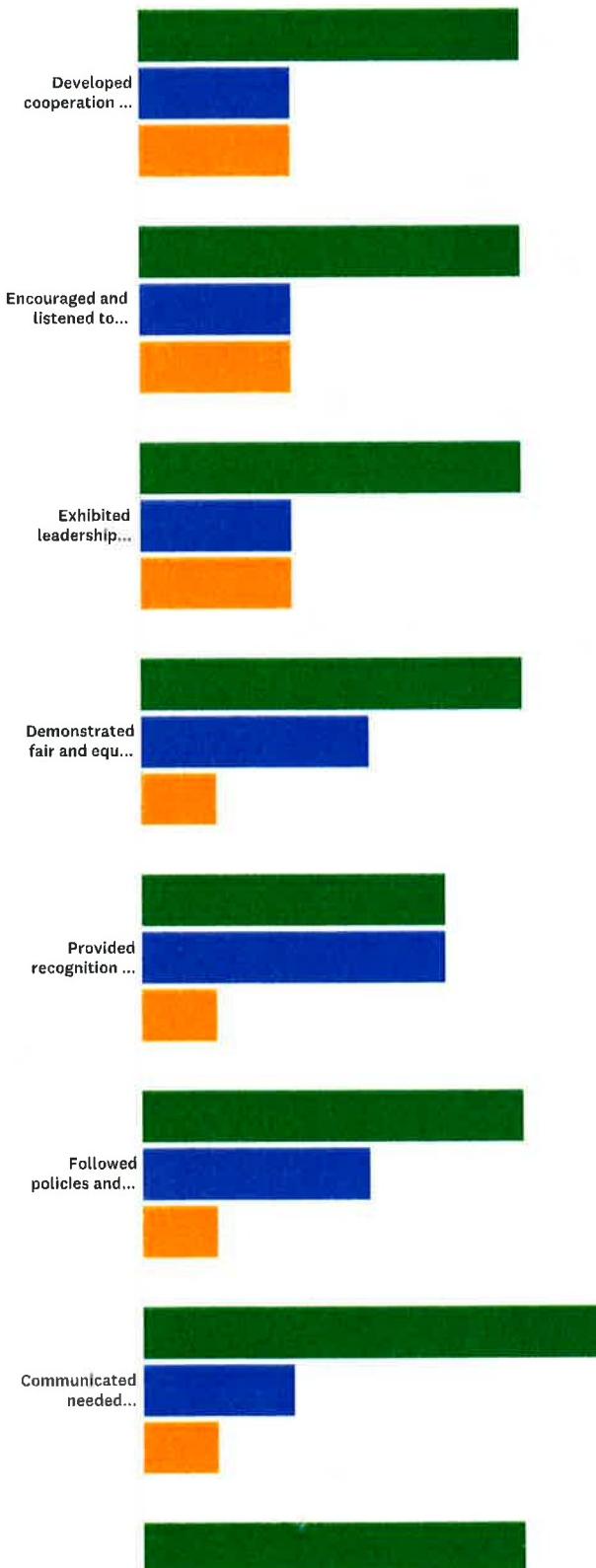


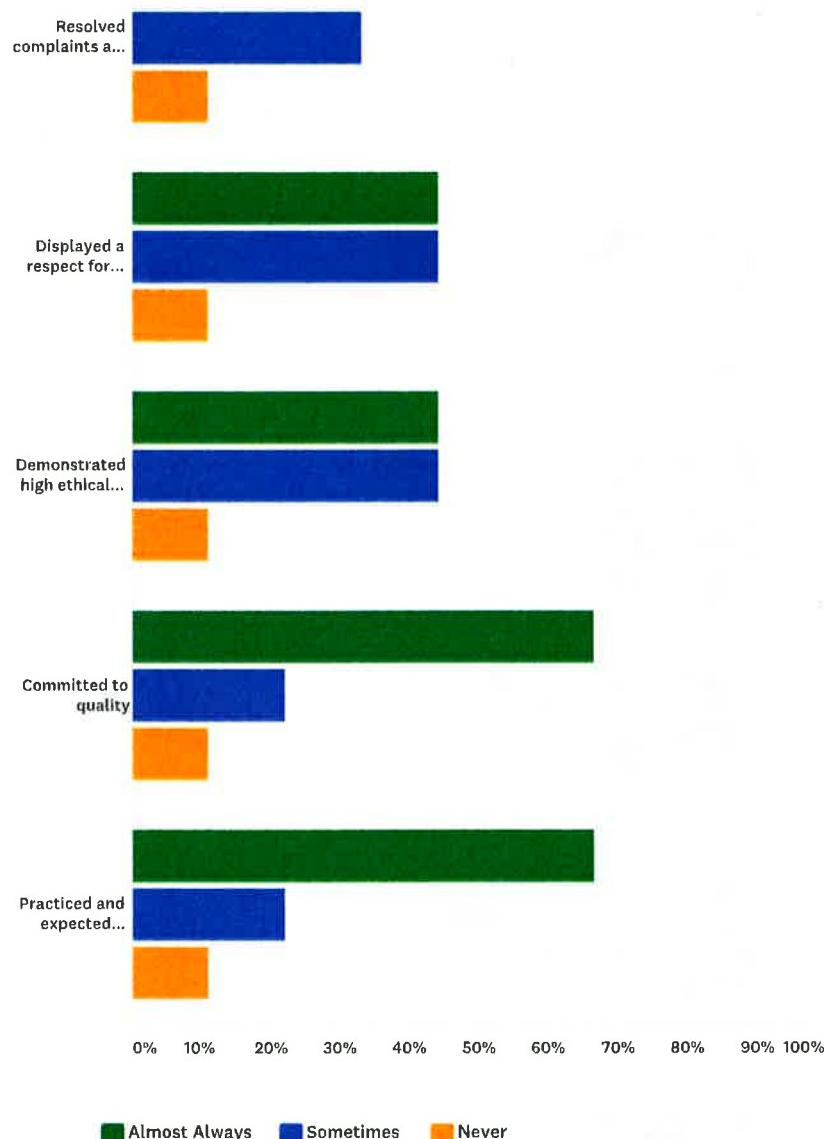
Committed to quality	88.89% 8	11.11% 1	0.00% 0	9
Practiced and expected personal responsibility and accountability	77.78% 7	22.22% 2	0.00% 0	9

#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER SOMETIMES OR NEVER.	DATE
1	For the majority of my career I often felt isolated and ignored. However their were moments of good interactions with selected individuals.	3/2/2016 11:05 PM
2	On some occasions, I felt that issues that were brought up regarding equipment or personnel complaints were unaddressed or handled in an untimely manner.	1/12/2016 8:13 PM
3	The Town of Palm Beach Police Department is the best, so sorry I had to leave!	11/9/2015 4:05 PM
4	I would still work for the town if my transfer to code enforcement was approved.	10/23/2015 5:18 PM
5	My direct supervisor was excellent but her superior, Christine Cunningham, did everything she could to make our lives miserable in communications. She promoted her friend to supervisor . He is incompetent but nothing is ever done about it. But she doesn't hesitate to write any of us up for the smallest of mistakes. She tried to get my supervisor fired because she feels threatened by how knowledgeable and competent my supervisor is - this speaks to her own insecurity and lack of confidence. Imagine working in a place where the boss is always trying to get you on something you did. She continually targets senior employees and nothing will change in that dept until they get her out of there.	10/21/2015 9:56 AM
6	I worked under multiple supervisors throughout my time with the time. When Bonnie Maney was in charge of the communications unit, she allowed Mary Jensen- a shift supervisor- to create a hostile work environment and bully those she supervised at random. Manager Maney claimed to have an open door policy and I utilized that to voice my concerns which were never addressed. When I finally put them in writing, she told me she would grant a shift change if I retracted the statement. Further, when my yearly evaluation came due, she rejected the score given to me by my shift supervisor Christine Cunningham, siling the issues I had with Supervisor Jensen. The communications unit each met with Elmer Gudger as part of a review of the unit and he, too, dismissed the treatment as a personality difference and refused to look into it. I do feel that when Christine Cunningham replaced Manager Maney, a vast improvement in morale came with her.	10/20/2015 1:29 PM
7	The last supervisor I worked for was the only reason I stayed with the police department and the Town for as long as I did. She was the embodiment of all of the qualities listed above and I chose to end my career with the Town on that high note as I did not believe that would be the case in the future.	10/20/2015 9:13 AM

**Q8 What did you think of senior management (eg. your supervisors' boss)
in regard to the following?**

Answered: 9 Skipped: 0





■ Almost Always ■ Sometimes ■ Never

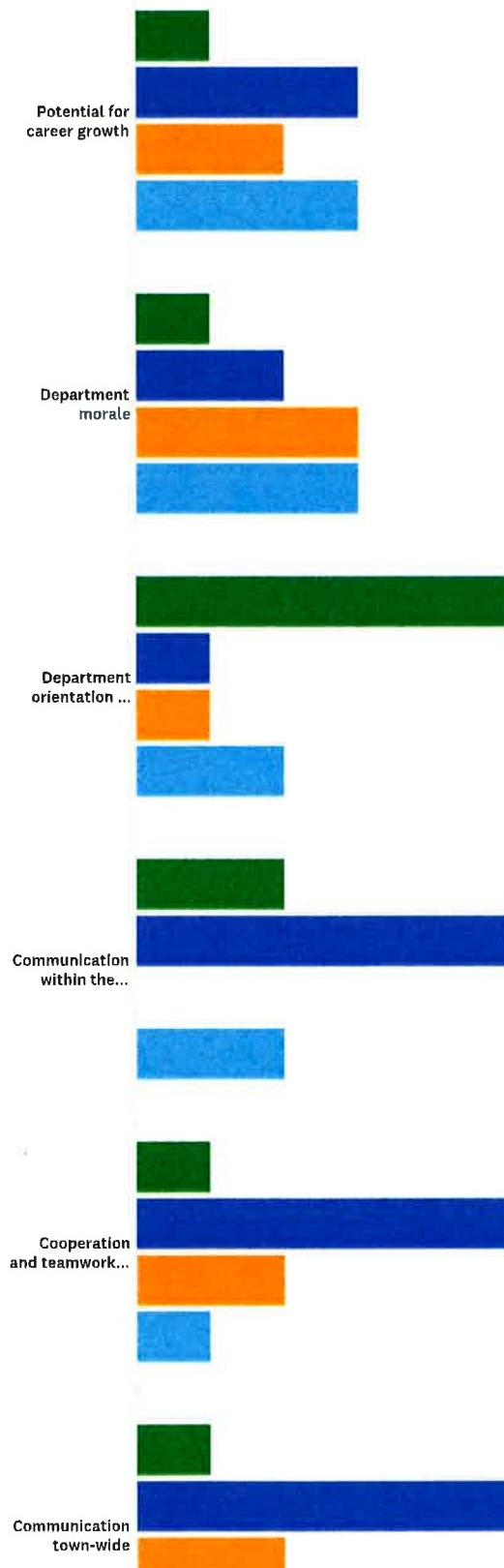
	ALMOST ALWAYS	SOMETIMES	NEVER	TOTAL
Developed cooperation and teamwork	55.56% 5	22.22% 2	22.22% 2	9
Encouraged and listened to suggestions	55.56% 5	22.22% 2	22.22% 2	9
Exhibited leadership qualities	55.56% 5	22.22% 2	22.22% 2	9
Demonstrated fair and equal treatment	55.56% 5	33.33% 3	11.11% 1	9
Provided recognition on the job	44.44% 4	44.44% 4	11.11% 1	9
Followed policies and procedures	55.56% 5	33.33% 3	11.11% 1	9
Communicated needed information in a timely manner	66.67% 6	22.22% 2	11.11% 1	9
Resolved complaints and problems	55.56% 5	33.33% 3	11.11% 1	9
Displayed a respect for everyone	44.44% 4	44.44% 4	11.11% 1	9
Demonstrated high ethical standards	44.44% 4	44.44% 4	11.11% 1	9

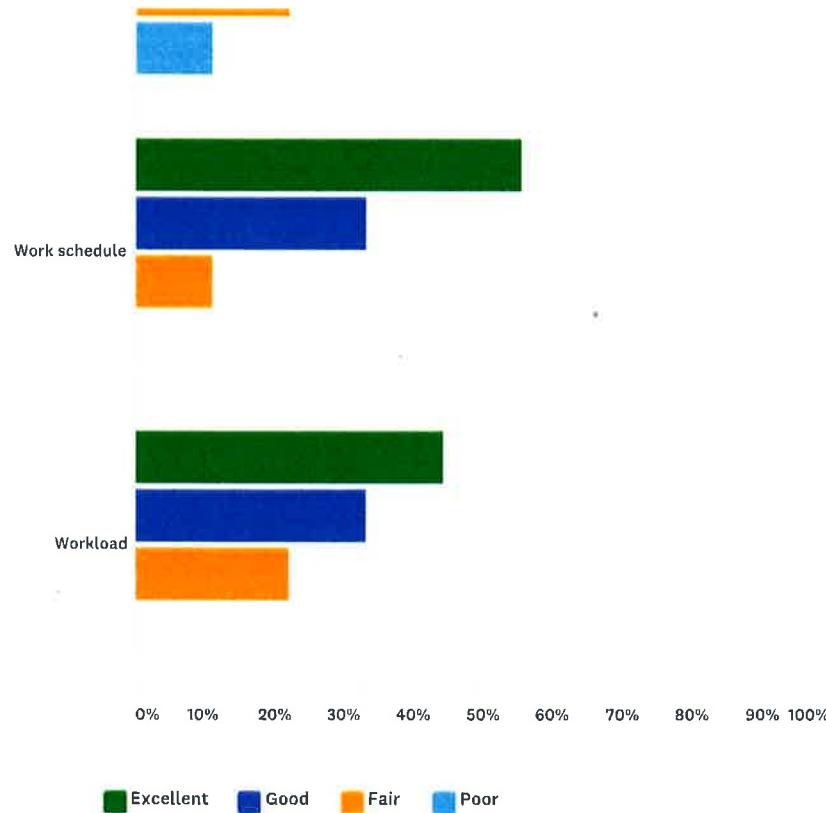
Committed to quality	66.67%	22.22%	11.11%	
	6	2	1	9
Practiced and expected personal responsibility and accountability	66.67%	22.22%	11.11%	
	6	2	1	9

#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER SOMETIMES OR NEVER.	DATE
1	Director Blouin Has Value.	3/2/2016 11:12 PM
2	If not for this great Command Staff, this Department would be in serious trouble considering the retirement program currently in place.	11/9/2015 4:08 PM
3	Christine Cunningham is a divisive leader who instead of building teamwork, encouraged people to rat each other out. She feels threatened by people who are knowledgeable and competent and does everything she can to undermine them and if she can, to write them up and get them in trouble. I've never worked in a place where the dept boss was so intent on getting their own people in trouble. Most bosses try to defend their employees and want their dept to work together and get along. Chris thrives on stirring up trouble and pitting people against each other. She tried to get my supervisor fired by providing misinformation to the chief and was only thwarted when my coworkers and I met with the chief to tell him the truth. She is a poison to the dept and the sooner that the chief realizes it and gets her out of their, the better.	10/21/2015 10:03 AM
4	Please see previous notes.	10/20/2015 1:32 PM
5	As is almost always the case in governmental entities, the politics an outweigh the ethics. There is also a tendency not to seek the input or suggestions of subordinates because these administrators believe their ideas and policies are the best.	10/20/2015 9:22 AM

Q9 What do you think about the following in relation to your job?

Answered: 9 Skipped: 0





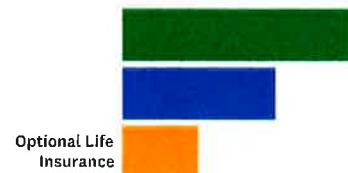
	EXCELLENT	GOOD	FAIR	POOR	TOTAL
Potential for career growth	11.11% 1	33.33% 3	22.22% 2	33.33% 3	9
Department morale	11.11% 1	22.22% 2	33.33% 3	33.33% 3	9
Department orientation and on-the-job training	55.56% 5	11.11% 1	11.11% 1	22.22% 2	9
Communication within the department	22.22% 2	55.56% 5	0.00% 0	22.22% 2	9
Cooperation and teamwork in your department	11.11% 1	55.56% 5	22.22% 2	11.11% 1	9
Communication town-wide	11.11% 1	55.56% 5	22.22% 2	11.11% 1	9
Work schedule	55.56% 5	33.33% 3	11.11% 1	0.00% 0	9
Workload	44.44% 4	33.33% 3	22.22% 2	0.00% 0	9

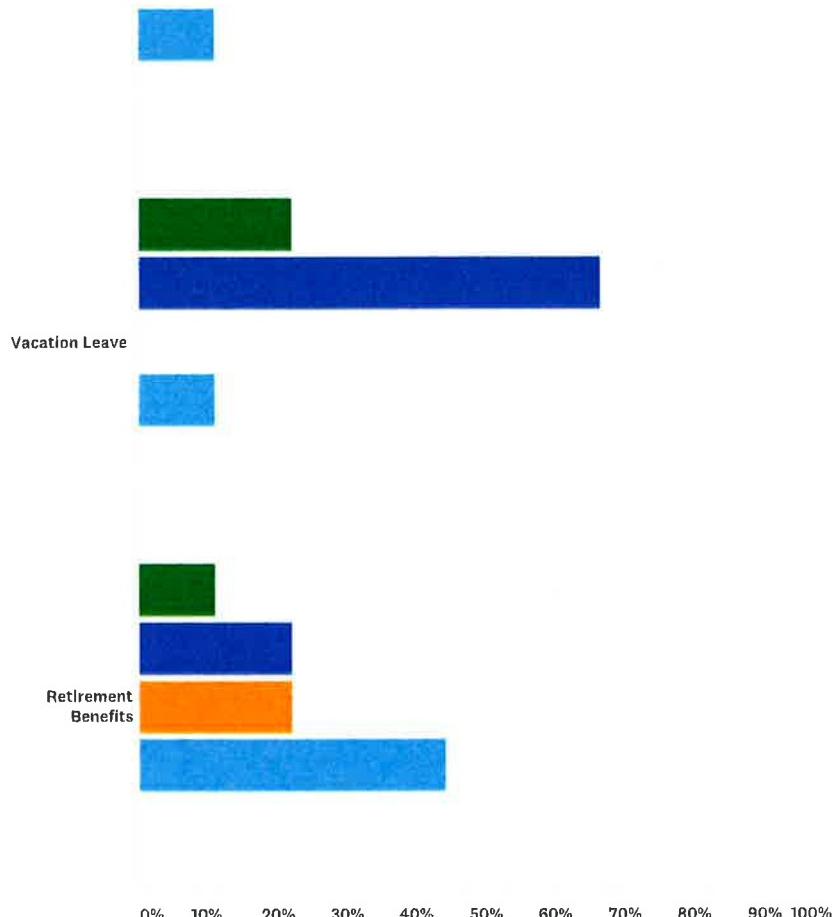
#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER FAIR OR GOOD.	DATE
1	Fundamental of communication; as within most departments can cause conflicts and misunderstandings. Not being able to bridge the differences involving realistic or foreseeable ideological issues creates an atmosphere of mistrust and division. A situation that can only be dealt with through continuous diversity training and implementation of policies and procedures that hold individuals accountable with no exceptions. This is not meant to be negative. Believe me the Town of Palm Beach is a great place to be employed, I just saying there is room for improvement.	3/2/2016 11:44 PM

- | | | |
|---|---|--------------------|
| 2 | I've addressed several of the above in other comment fields. As far as training and morale: training, I believe needed improvement. I felt that many new employees struggling with certain areas could improve their skill set with more training or practice. I also felt that due to the nature of the job, more training should have occurred. There are instances that I missed out on training due to faulty equipment, or that our shift just did not get to partake in for unknown reasons. Morale: due to the low multiplier, lack of overtime pay (7 hours over to gain time and a half), negative returns on 401k and 457 accounts, faulty equipment... Creates an inevitable low morale amongst personnel, especially when other departments have not experienced the same magnitude of benefit changes. | 1/12/2016 8:27 PM |
| 3 | Many employees are upset and affected by the benefit/pension changes and can not get past it. It is extremely hard to accept especially for those working for so many years, planning on a future with a certain level of benefits, only to have it all change. The manner and extent of the changes was criminal. Nothing more needs to be highlighted. | 10/28/2015 6:02 PM |
| 4 | Communication centers are difficult places to work no matter what agency you work for. You are confined to small spaces with long, stressful work shifts. There is a general attitude of "cover your ass at the expense of anyone else" which leads to cliques and shift alliances that make it rough on those working overtime that overlaps into another group to which they don't "belong". This is NOT unique to the town. Morale dropped remarkably when we, as employees, saw how the Town Council regarded us as expendable. We were hired on with a certain set of benefits and promises (non-binding, but trust based) Suddenly, we no longer were seen to be deserving of such. Everything was slashed. Promises made to officers if they agreed to drop the push to go union were not kept and those involved in union organization appeared to be penalized by reassignment... these things didn't really impact us in communications as much as they did those on patrol, but it did make you feel that the town council wasn't half as invested in us as we were to the department. | 10/20/2015 1:49 PM |

Q10 How did you feel about the salary and benefits provided?

Answered: 9 Skipped: 0





	EXCELLENT	GOOD	FAIR	POOR	DOES NOT APPLY	TOTAL
Base salary	55.56% 5	33.33% 3	11.11% 1	0.00% 0	0.00% 0	9
Medical Insurance	33.33% 3	33.33% 3	33.33% 3	0.00% 0	0.00% 0	9
Dental Insurance	33.33% 3	33.33% 3	33.33% 3	0.00% 0	0.00% 0	9
Optional Life Insurance	33.33% 3	22.22% 2	11.11% 1	0.00% 0	33.33% 3	9
Sick Leave	33.33% 3	55.56% 5	0.00% 0	11.11% 1	0.00% 0	9
Vacation Leave	22.22% 2	66.67% 6	0.00% 0	11.11% 1	0.00% 0	9
Retirement Benefits	11.11% 1	22.22% 2	22.22% 2	44.44% 4	0.00% 0	9

#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER FAIR OR POOR.	DATE
1	love the Town	3/2/2016 11:45 PM
2	Retirement Benefits for Police and Fire are the worst in the State and the Department is only staying together due to the Command Staff. When the Command Staff retires, this agency will suffer from the quality of Officer's it can recruit and the crime rate on the Island will continue to increase until no one feels safe.	11/9/2015 4:14 PM
3	Retirement benefits for me are excellent, but extremely poor for anyone having to retire with bucket B and at age 65.	10/28/2015 6:05 PM

- | | | |
|---|--|--------------------|
| 4 | Every job I had no matter the reason of ending employment I was always given unused sick time and vacation time. You people kept my money. Retirement benefits are better elsewhere. | 10/23/2015 5:21 PM |
| 5 | Great when we started, but then they, too, changed and required us to pay for them. | 10/20/2015 1:50 PM |

Q11 What was the greatest challenge you faced in your position?

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	Being intentionally misunderstood and ignored.	3/3/2016 12:04 AM
2	I think that being a police officer is a great challenge everyday, which is why I love the job.	1/12/2016 8:36 PM
3	Providing the level of service the town residents expect.	11/9/2015 4:16 PM
4	maintaining morale of subordinates affected by pension devastation.	10/28/2015 6:11 PM
5	career advancement	10/23/2015 5:22 PM
6	Maintaining a professional demeanor daily while observing so much unfairness and favoritism	10/21/2015 10:29 AM
7	Monday Morning Quarterbacking. The re-evaluation of calls or situations after the fact, often with a political aspect based upon who the resident involved was.	10/20/2015 1:55 PM
8	The ongoing and daily contact with the public which was primarily complaint related.	10/20/2015 9:25 AM
9	Completing all aspects and demands of the job to a high standard.	10/20/2015 8:28 AM

**Q12 Where did you secure employment after working at the Town of
Palm Beach?**

Answered: 0 Skipped: 9

#	RESPONSES	DATE
There are no responses.		

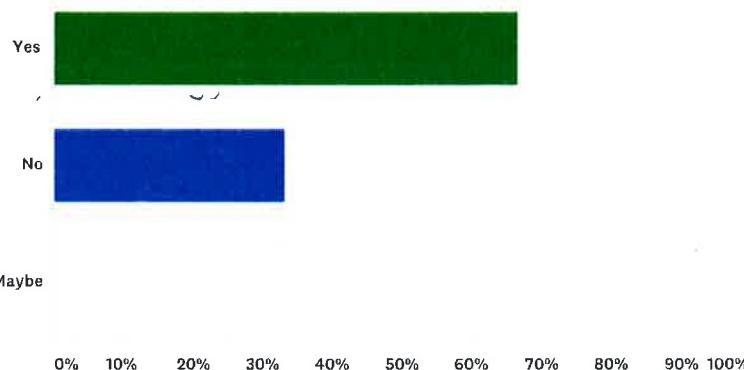
Q13 What does your new job offer that your job at the Town did not?

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	N/A	3/3/2016 12:04 AM
2	Increased benefits, including a higher multiplier, step raises, take home vehicle, free on site medical clinic, and new equipment.	1/12/2016 8:36 PM
3	N/A	11/9/2015 4:16 PM
4	N/A	10/28/2015 6:11 PM
5	more money, better benefits, better retirement	10/23/2015 5:22 PM
6	not applicable	10/21/2015 10:29 AM
7	Unbelievable benefits package. I work at the Henderson County Sheriff's Office in Hendersonville, NC now.	10/20/2015 1:55 PM
8	N/A	10/20/2015 9:25 AM
9	N/A	10/20/2015 8:28 AM

Q14 Would you reconsider employment with the Town at a future date?

Answered: 9 Skipped: 0

**ANSWER CHOICES**

	RESPONSES	
Yes	66.67%	6
No	33.33%	3
Maybe	0.00%	0
TOTAL		9

WHY OR WHY NOT?

#	WHY OR WHY NOT?	DATE
1	Yes, however it would not be possible an agreement I was required to sign upon separation.	3/3/2016 12:04 AM
2	I loved working for the town and gained many valuable skills. I think the town is going through a rough time regarding the benefits and will eventually become more competitive with surrounding agencies.	1/12/2016 8:36 PM
3	Wonderful people to work with	11/9/2015 4:16 PM
4	Despite the pension issues, it is a wonderful place with great co-workers.	10/28/2015 6:11 PM
5	I would never want to work again in a place that allows so much mistreatment of good employees and favoritism.	10/21/2015 10:29 AM
6	I loved working for the Town the vast majority of the time. I developed a family there, and even though I see that most of those I worked with have now retired or resigned, there are core people remaining who are quality, upstanding people I miss working with.	10/20/2015 1:55 PM
7	Moved to Pennsylvania.	10/20/2015 8:28 AM

Q15 Please use the following section to share any other comments with the Town regarding your employment?

Answered: 6 Skipped: 3

#	RESPONSES	DATE
1	My law enforcement career is something I am very proud to say has been a blessing. I was blessed to started a career and see it through to the end. I have had encounters with individuals that have Enriched and added Value to my life. From every situation a lesson is learned, whether good or bad, you take from the experience, and it adds to your character and creates in you the individual God intended for you to become. Remember life is a journey that never ends.	3/3/2016 12:04 AM
2	I am very grateful for everything the town has done for me, I hope that this survey does not convey that I was completely displeased with this agency. I made honest comments as directed in the hope that well deserved changes will be made to improve all aspects of the department. My decision to depart from the town was not an easy decision, but one made for the best interest of my future.	1/12/2016 8:36 PM
3	Thank you for a great six years, nothing but fond memories!	11/9/2015 4:16 PM
4	I am happy to have been able to work nearly 30 years for the Town. I have met and worked with some amazing people in all areas of the Town. It has been a pleasure and an honor.	10/28/2015 6:11 PM
5	This was a great place to work when I first started with the Town. People were recognized and appreciated for their efforts and dedication. Experienced people were valued. The best qualified people for a position were promoted and employees were dealt with fairly. That is not the case now. People who are not the best qualified and in some cases, not qualified at all for a position but who are viewed as "loyal" are promoted. If you dare to question anything, you are viewed as being negative. Management is so unsure of themselves that they can't handle anyone questioning anything that they do. This is one of the reasons they are trying to get the veteran employees out because they are the ones that question things.	10/21/2015 10:29 AM
6	I left employment with the town just over 2 years ago so it seemed a little odd that I just received this. If you have any further questions, I would be happy to discuss. My email is [REDACTED]	10/20/2015 1:55 PM